

MEMORANDUM OF AGREEMENT

Between:

UNIFOR

(the "Union")

- and -

BELL TECHNICAL SOLUTIONS

("BTS")

WHEREAS grievances and disputes have arisen concerning medical notes;

AND WHEREAS the parties wish to enter into an agreement clarifying their respective rights and obligations concerning medical notes based upon the current Articles of the Collective Agreement;

NOW THEREFORE it is agreed as follows:

Absence Due to Sickness

1. BTS will not normally require a bargaining unit employee to bring in a medical note to substantiate incidental absences, whether or not they qualify for payment for sickness absence under Article 22 of the Collective Agreement.
2. BTS has the discretion to request that an employee provide a doctor's note in order to substantiate that an employee is absent due to sickness when it has reasonable and probable grounds. Multiple consecutive days of absence, patterned absence, suspicious absence, and/or high level of absence are

examples of circumstances that BTS considers to constitute reasonable and probable grounds.

3. It is the responsibility of the employee to pay for a doctor's note requested pursuant to paragraph 2. However, if there is an arbitration respecting a claim that BTS did not have reasonable and probable grounds to request a medical note, then payment for such medical notes by BTS would be proper damages awarded by an arbitrator.

Request for Accommodation

4. In the event that an employee is requesting a medical accommodation, BTS may request that the employee have a doctor complete a medical assessment form requesting the information necessary to consider the accommodation request. Such requests from BTS for medical assessment shall be specifically limited to information relevant to the employee's medical condition and the accommodation requested by the employee. It is the responsibility of the employee to pay the costs for the completion of this form. This agreement does not restrict the right of the union to grieve any issues with respect to the medical assessment form chosen by the employer.
5. In the event that BTS requires further medical information and/or an Independent Medical Examination, then it is the responsibility of BTS to pay the costs involved in obtaining this information.

WSIB Claims

6. In the event that the absence/injury of an employee pertains to a claim pursuant to the *Workplace Safety and Insurance Act*, the employee may submit to BTS a WSIB Functional Abilities Form in place of the BTS form.

Signed at Mississauga, Ontario this 24th day of April, 2017.


For Unifor


For BTS