

Policies regarding Light Duty

Information compiled September 13, 2007

The Question: Does your union contract restrict the placement of light duty workers? Or can you place light duty workers based solely on physical restrictions?

C-Tran says... We can place light duty workers based solely on physical restrictions.

Columbia County Public Transportation says...We are not unionized.

Community Transit says... Our labor agreements have no restrictions on light duty assignments. However, our risk department has created a cluster of assignments that may be done on light duty. We want to avoid the problems that arise when we assign people to perform a real job as a light duty assignment. Our light duty program compensates employees at their regular pay rate and, of course, most light duty assignments are for significantly less responsibility. We want to avoid the situation that creates a permanent change in essential duties where none was intended.

There have been limited cases where an employee was able to work his regular job with some accommodations to physical limitations. For example, an employee who injured his knee was unable to climb ladders to get to the roof to inspect and perform maintenance on HVAC equipment there. We purchased a manlift which enabled him to get to the roof without climbing a ladder and had the added benefit of providing greater safety to everyone. This accommodation allowed the injured worker to perform all essential duties of his job, at least for a while.

Grant Transit says.... We do not have a union contract.

Grays Harbor Transit says... Sorry we do not offer light duty at this time.

Intercity Transit says... Our light duty program is called Transitional Work Assignments. The Amalgamated Transit Union contract states: "Transitional work assignments will consist of work which is within the restrictions outlined by the employee's health care provider." It further clarifies by stating: "Assignment to transitional work depends upon the availability of such work and of work suitable to the employee's medical restrictions." Our contract with the International Association of Machinists and Aerospace Workers contract has almost identical language.

Jefferson Transit says... We do not have contract restrictions concerning light duty work.

Kitsap Transit says... We cover light duty assignments through the Employee Handbook, with no difference between Represented and Non-Represented employees. Light duty assignments are not restricted by means other than physical restrictions the returning doctor would outline. Jobs may be part of the employee's previous duties, on a limited basis, or may exist in another department. All light duty jobs are reviewed and approved by the returning doctor. Employees on OJI status are given priority if there are two employees for one light duty job.

Link Transit says... Our contract does not address light duty. We are able to place light duty workers based on physical restrictions.

Mason Transit says... As we are a non-union shop we don't have a "restriction" on placing workers for light duty. However, within our driver ranks, we do find light duty placement problematic in most cases as we are such a small organization that we don't typically have work lying around for someone to complete. We do the best we can in working with our employees, but in most cases the worker has to remain off duty until they are completely 100%.

Pacific Transit says... We do not have light duty.

Pullman Transit says... The City of Pullman's light duty policy is not address in the labor contract. The City has a stand-alone policy. There are no parameters to moving employees to other departments, and we have done it once in Transit so far. If it were for a long-term injury, we may have a harder time, but so far the tasks are based solely on what the physician says they can or can't do and we find work for them accordingly.

Valley Transit says... No our union contract does not address this issue. We exercise management rights.

Whatcom Transit says... Our contract does not limit light duty assignments.

