

**POLICY 8.13 – Sick Leave, Disability Income Protection and Health Care Appointments**

**Policy Category:** Personnel – Select Administrative Group Employees (SAGE)

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must not be engaged in any occupation or employment for wage or profit except as part of a rehabilitation program.

The availability of other occupations at Western or any other employer will not be considered in assessing whether a SAGE member suffers from Total Disability.

**“Partial Disability”** means that, after a period of Total Disability, an employee returns to any occupation for wage or profit and is earning less than 80% of his/her Indexed Pre-Disability Earnings as a result of continuation of a degree of incapacitation which originated with the Total Disability.

**“Essential and Material Duties”** means the duties which are required for the performance of an occupation and which cannot be reasonably omitted or modified.

### **III. POLICY**

Western is committed to supporting SAGE members experiencing occupational and non-occupational illness or injury in their efforts to contribute to the university's performance, operations and service delivery. The Transitional Accommoda6.4(m)-24.4(a6. P,)8(e)-12.3(ro( a degra-12.3(m) 2.2(n)-1228.62hR(d)12.e.2(t)-1.2

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