



City of Jeannette

Westmoreland County, Pennsylvania



RESOLUTION NO. 18-12

A RESOLUTION OF THE CITY OF JEANNETTE AMENDING THE SICK LEAVE SECTION OF CHAPTER 6, LEAVES, OF THE CITY'S PERSONNEL POLICIES AND PROCEDURES MANUAL, 2016, RELATING TO RETURN TO WORK PHYSICALS.

WHEREAS, the City of Jeannette emphasizes and prioritizes the safety and professionalism of its employees; and

WHEREAS, the City of Jeannette desires to protect and promote the health and safety of its employees and the effectiveness of its operations through sick leave and return to work physicals requirements.

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Jeannette that:

1. The "Sick Leave" section of Chapter 6, Leaves, of the City's Personnel Policies and Procedures Manual, 2016, is hereby amended as follows:

(A) An additional paragraph shall be added and shall read as follows:

Express as may otherwise be expressly provided in any collective bargaining agreement, when an employee asks to return to work following a sick leave absence, the Department Director may require certification as to the employee's fitness for work duties; provided, however, that certification as to the employee's fitness for work duties shall be required when (i) the employee is returning to service after an absence of five (5) days or more; (ii) the employee has suffered from an on-duty injury; (iii) the employee has undergone surgery or a medical operation; (iv) the employee has been hospitalized or otherwise admitted to a hospital or treatment facility; or (v) the employee has suffered from a serious off-duty injury. Certification may be by the employee's personal physician or the Department Director may require the employee to submit to a physical examination by a physician appointed by the City.

RESOLVED, ENACTED AND ADOPTED at a meeting held on the 12th day of April, 2018.

THE CITY OF JEANNETTE


Curtis J. Antoniak
Mayor and President of Council

ATTEST:


Michelle Langdon
City Clerk/CFO