

What is the Enhanced Disability Management Program?

The EDMP provides customized support for Facilities Bargaining Association (FBA) members to achieve a healthy and safe return to work due to illness or injury.

Together, we develop a proactive and seamless plan for you that starts the moment you step out of the workplace.

You will be supported through your treatment and outcomes, which could include moving to Long-Term Disability (LTD), or returning to work (RTW), with accommodation if required.

EDMP is a collaborative program jointly administered by HEU and your employer.

Please talk to your shop steward or visit the HEU website: heu.org/enhanced-disability-management-program

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ENHANCED DISABILITY MANAGEMENT PROGRAM



SUPPORTING YOU towards a healthy and safe return to work.

HOSPITAL EMPLOYEES' UNION

What does my EDMP team provide?

- Assists in creating a holistic case management plan that focuses on keeping you at work, or returning you to work, in a safe and healthy manner
- Works with your Disability Management professional to assist in removing any medical, non-medical, workplace or vocational barriers

Support may include:

- » Quicker access to medical or rehabilitation services
- » Access to diagnostic services or treatments not covered by MSP or extended health plans
- » Workplace accommodations and return-to-work options: temporary assignments, flexible work, duty modifications, alternate/sedentary work

Who is referred to EDMP?

Regular FBA members are required to participate in the EDMP program if they:

- Miss one shift for illness or injury due to a work-related event
- Missed 5 consecutive shifts due to non-work illness or injuries

Referrals can also be made by:

- » A manager
- » A union steward
- » A casual employee, or an employee struggling in the workplace, can self-refer, although services provided may vary

Once you are enrolled in the program, your EDMP steward will be notified and will make contact with you.

How is my privacy protected?

The information you provide to the EDMP is kept strictly confidential.

Managers and HR professionals may be informed of some information related to your absence and/or return to work, but only on a need-to-know basis.

