

**4. Protecting Your Rights – Independent medical examinations**

APUO PROPOSAL – Presented to the employer on March 11, 2021

**\*8.1.7** The Employer, via the Health and Wellness Office may ~~request~~ that a Member be examined by one or more physicians appointed and paid by the Employer ~~only as a last resort, and must provide reasonable grounds to support such a request to the Member and the Association (if applicable).~~

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(a) The Health and Wellness Office shall notify the Member and ~~the Association (if applicable)~~ with the names of three (3) duly qualified medical practitioners and the Member shall select one of those practitioners to conduct the examination. Upon choosing the independent medical practitioner, the Member and ~~the Association (if applicable)~~, shall ~~work with the Health and Wellness Office to identify~~ the scope of the independent medical exam.

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(b) The independent medical report shall be forwarded to the Member's treating physician ~~on consent~~. The Member and ~~the Association (if applicable)~~ will be provided with a copy of the report upon written request.

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**\*27.2.2** **Mandatory examination** At any time during a Member's sick leave, a representative from the Health and Wellness Office may ~~request~~ that a Member be examined by one or more physicians appointed and paid by the Employer, ~~only as a last resort and must provide reasonable grounds to support such a request to the Member and the Association (if applicable)~~, in order to determine if the Member is eligible for sick leave benefits or is able to return to work.

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(a) The Health and Wellness Office shall notify the Member, and ~~the Association (if applicable)~~, with the names of three (3) duly qualified medical practitioners and the Member shall select one of those practitioners to conduct the examination. Upon choosing the independent medical practitioner, the Member and ~~the Association (if applicable)~~, shall ~~work with the Health and Wellness Office to identify~~ the scope of the independent medical exam.

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(b) The independent medical report shall be forwarded to the Member's treating physician ~~on consent~~. The Member and ~~the Association (if applicable)~~ will be provided with a copy of the report upon written request.

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