

BHE Proposal
November 16, 2024

ARTICLE IV - SUPPLEMENTAL BENEFITS AND HOLIDAYS

WELLBEING

The University has an abiding interest in the wellbeing of unit members. Accordingly, when the University has a reasonable and demonstrable concern that a unit member may have a physical or mental incapacity which, has not been documented with Human Resources, and appears to render the unit member unfit to perform the responsibilities of their position, or which may jeopardize workplace safety or stability, the University shall give the unit member notice articulating its reasonable and demonstrable concern(s). In extraordinary circumstances, the University may require a unit member to undergo an independent medical examination for the purposes of determining the unit member's fitness for duty, with or without a reasonable accommodation. Should the independent medical examination result in the unit member needing to focus on their health and wellbeing, the University will inform the unit member of the leave benefits they may be eligible for in accordance with this Agreement.