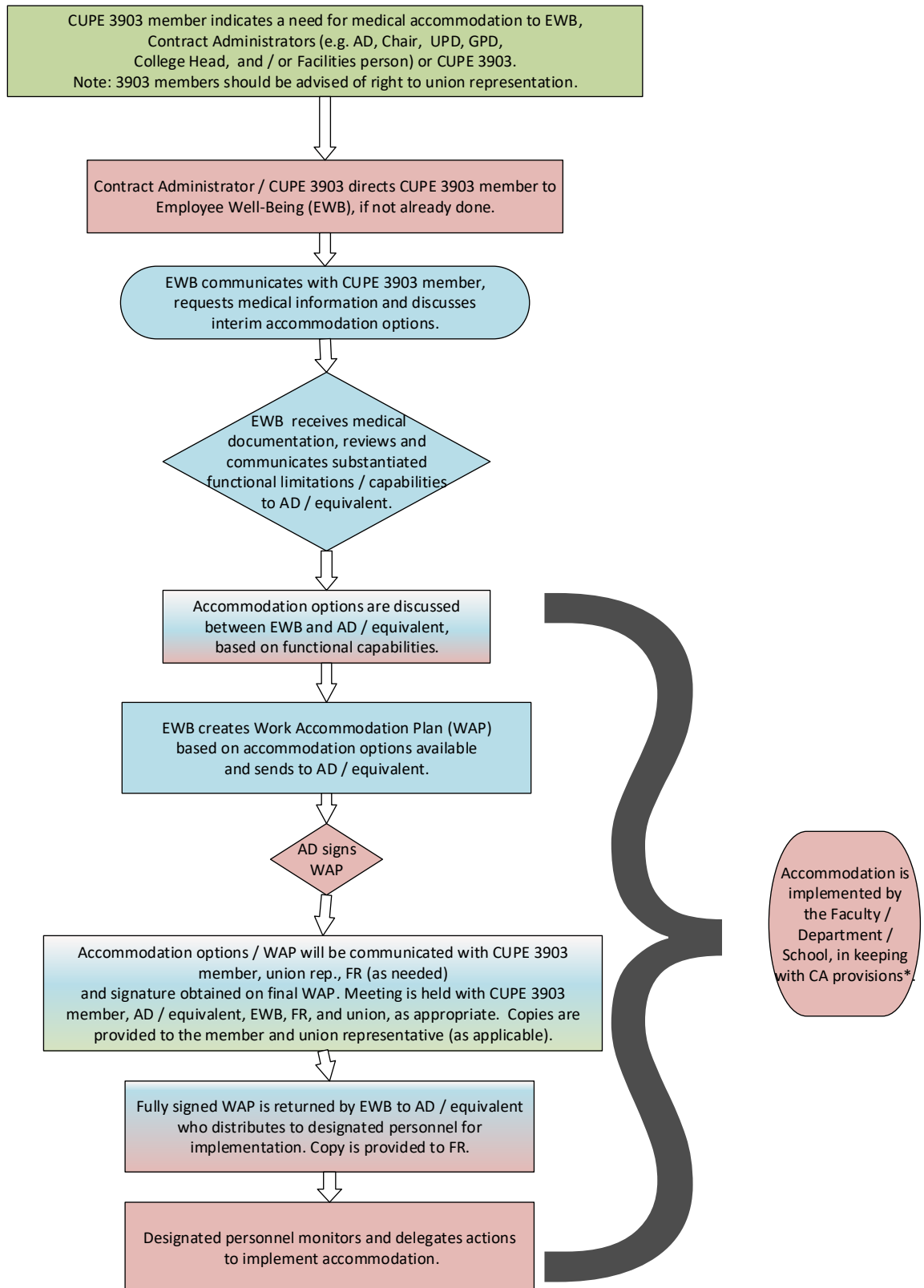


CUPE 3903 member Medical Accommodation Flowchart



LEGEND:

- AD- Associate Dean
- CA- Collective Agreement
- CUPE- Canadian Union of Public Employees
- EWB- Employee Well-Being
- FR- Faculty Relations
- GPD- Graduate Program Director
- UPD- Undergraduate Program Director
- WAP- Work Accommodation Plan

**CUPE 3903 CA- 4.01 "The Employer will provide reasonable accommodation as required for persons with disabilities. Proposed Work Accommodation Plans will normally be implemented within thirty (30) days following the provision of all necessary medical documentation and developed with the participation of the employee with the goal of addressing the barriers."*