

Cecilia Fiddler - Knee Surgery - Dr's note ✓
- work plan ✓

Colette Shwetz

From: Cecilia Fiddler
Sent: October 13, 2021 4:42 PM
To: Colette Shwetz
Subject: RE: Sick Leave

ENTERED NOV 01 2021

Can you send me a copy of the sick leave policy on this requirement. I never had this type of surgery before so I don't know what to expect.

From: Colette Shwetz <cshwetz@nanlegal.on.ca>
Sent: October 13, 2021 4:35 PM
To: Cecilia Fiddler <cfiddler@nanlegal.on.ca>
Cc: Ann Hiller <ahiller@nanlegal.on.ca>
Subject: RE: Sick Leave

Hi Cecilia

I acknowledge your request for 4 sick day to have knee surgery, however, this type of surgery usually requires more time off work than you are proposing. Therefore, I will require the following:

- **Please develop** a workplan with your manager outlining what type of tasks you will be performing at home during your recovery. Please ensure the workplan is for at least 6 weeks post surgery.
- **Please take** your workplan to your attending physician for his review.
- **Your physician** must provide a note/letter clearing you to perform the duties outlined in your workplan, but also that you can begin these tasks 4 days after your surgery.

This requested note/letter will serve as your Dr.'s note which is required after 3 consecutive sick days, as per policy. Also, please provide me with a copy of your workplan and Dr.'s note for your file.

Cecilia, the above is to ensure your recovery goes well and your plan is safe. Please remember to get a receipt if there is a charge for the note/letter and submit it to your manager for reimbursement.

If you have any questions, please let me know.

Thanks,

Colette Shwetz
HR Manager



Nishnawbe-Aski Legal Services Corporation

1805 Arthur St. E,
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From: Cecilia Fiddler <cfiddler@nanlegal.on.ca>
Sent: October 12, 2021 11:09 AM
To: Colette Shwetz <cshwetz@nanlegal.on.ca>
Cc: Ann Hiller <ahiller@nanlegal.on.ca>
Subject: RE: Sick Leave

I just want those 4 days off....I stay overnight in the hospital. I can work from home the following week as I have stuff to do.

Why I want to get back to Thunder Bay so I can talk to the person who called me about my knee surgery and ask questions. I can't focus on that right now.

From: Colette Shwetz <cshwetz@nanlegal.on.ca>
Sent: October 12, 2021 10:58 AM
To: Cecilia Fiddler <cfiddler@nanlegal.on.ca>
Cc: Ann Hiller <ahiller@nanlegal.on.ca>
Subject: RE: Sick Leave

Hi Cecilia,

How long will you be off after your surgery – have they given you an estimate? I would suggest using those days towards your STD claim if you are going to be off work for a bit. There is a wait time before receiving benefits and your sick days can cover you depending on how many you have left. I can send you the STD application so you can get your physician to fill it out. You will also need to fill out a portion.

Please let me know the anticipated length of time off and we can figure it out from there.

Thanks,

Colette Shwetz
HR Manager



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From: Cecilia Fiddler <cfiddler@nanlegal.on.ca>

Sent: October 12, 2021 10:35 AM

To: Colette Shwetz <cshwetz@nanlegal.on.ca>

Cc: Ann Hiller <ahiller@nanlegal.on.ca>

Subject: Sick Leave

I am having knee replacement surgery on October 26th. I want to take October 26th, 27th, 28th and 29th off as sick days. Do I need a doctor's note?

Cecilia Fiddler

Oct 28/21.

6 WEEK WORK PLAN FOR CECILIA FIDDLER: VICTIM WITNESS LIAISON WORKER

NOVEMBER 1 – 5

Human Trafficking seminar via Zoom: Tuesday, November 2nd

Summer Beaver Advance Court via Zoom: Wednesday, November 3rd

Summer Beaver Court via Zoom: Thursday, November 4th

Bearskin Lake Advance Court via Zoom: Friday, November 5th

Ongoing: client referrals: print, write letters, email, phone calls, messenger, set up client files

NOVEMBER 8 -12

BEARSKIN LAKE COURT via Zoom: Monday, November 8th

Remembrance Day Holiday: Thursday, November 11th

Ongoing client referrals: print, write letters, email, phone calls, messenger, set up client files

NOVEMBER 15 – 19

Ongoing client referrals: print, write letters, email, phone calls, messenger, set up client files, read the manual "Creating Process of change for men who abuse"

NOVEMBER 22 – 26

Wunnumin Advance Court via Zoom: November 23rd

Wunnumin Court via Zoom: November 24th

Ongoing client referrals: print, write letters, email, phone calls, messenger, set up client files

NOVEMBER 29 - DECEMBER 3

Fort Severn Advance Court via Zoom on Monday, November 29th

Fort Severn Court via Zoom on Tuesday, November 30th

Ongoing client referrals: print, write letters, email, phone calls, messenger, set up client files

DECEMBER 6-10

Ongoing client referrals: print, write letters, email, phone calls, messenger, set up client files

BIG THUNDER ORTHOPEDIC ASSOCIATES

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Family Phys: No Family Doctor,
Email:

Patient may work from
home post operatively
provided considered light
to limited duties, and
pain controlled.

OCT 28 2021


PHARMACIST: PLEASE LABEL THE DRUG