



ABC PAINTERS LTD.

August 22, 2024

Dear George Costanza:

Re: Suitable Work Offer

We hope this letter finds you well and on the path to recovery. Your well-being is our top priority, and we are committed to supporting you as you transition back to work. We share WorkSafeBC's goal of achieving an early and safe return to work for you and ask for your cooperation toward this end.

In accordance with our obligations under [section 154.2 \(1\) of the Workers Compensation Act](#) (the Act), we have identified modified duties that we believe are safe and productive, align with your current functional abilities and medical restrictions, and fit your unique skillset.

Details of the proposed suitable work:

Position Title:	Data Entry
Start Date:	September 2, 2024
Hours of Work:	8:30am to 4:30pm, Monday to Friday
Wage:	\$25.00/hr. (your regular wage). In combination with your regular hours of work above, this should restore your earnings.
Job Duties:	You will be helping Elaine in the office to enter purchase orders in our computer system.

We believe the modified duties proposed above are suitable for the following reasons:

1. The work is safe for you and others:
 - This work will be sedentary office work. Given that your injury is a left ankle sprain/strain, you will be able to rest your ankle which should not impede your recovery. We do not see this posing a health and safety risk to you or others.
2. The work is productive:
 - We have a significant backlog with our purchase order entries. Because it's the busy season, it has been hard to keep up and I have not been able to reassign anyone to help Elaine.
 - If purchase orders are not entered on time, we may miss out on future contracts which would be detrimental to our business.
 - Your help will be of great value in getting this critical work done
3. The work is within your functional abilities and medical restrictions:
 - On August 22, 2024, you provided a functional abilities form from your physician indicating that you could not bear weight on your left foot, and that it must remain elevated while seated. Since you will be working in an office, we will arrange for a padded stool for you to rest your leg on while seated at your desk. The office has an accessible entrance, and you should be able to navigate around on your crutches easily.

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- We also understand that you must attend physiotherapy appointments on Tuesdays and Thursdays. We will arrange for someone to drive you to and from these appointments.
4. You have the necessary skills, competencies, and qualifications:
- Given that you have entered purchase orders before, you have demonstrated your ability to use our computer software, including Excel.
 - Elaine is happy to help you get settled into the role and will orient and train you to the extent needed.

We will continually assess whether the duties above remain suitable for you as you progress through your recovery.

Under [section 154.2 \(2\) of the Workers Compensation Act](#), you also have an obligation to participate in the return-to-work process by communicating with both us and WorkSafeBC, and by working with us to identify suitable work as you recover. We strongly value your input as to whether you feel the duties above are indeed suitable for you and are happy to consider any amendments you may suggest.

We kindly ask that you respond in writing to this offer by **Wednesday, August 28** so that we can make the necessary arrangements for your return.

Thank you for your attention to this matter, and we look forward to welcoming you back to work.

Sincerely,

Jerry Seinfeld
Chief Painting Officer
ABC Painters Ltd.