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**Specializing in Stay-at-Work Systems**

# Job Accommodation Real Case Studies



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# The Height Challenge

- 6.7' vs. 3.11'
- Same desk height
- Same chair
- Issues
- Solutions
- Chair features



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# Skin Condition

- The condition
- Unable to sit
- Loose clothes
- Needed to lay down periodically
- Intermittent leave
- Ergotron



# Light Sensitivity

- LED lights
- Other symptoms
- Move desks
- Recommendations



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# Broken Hand

- The story
- What didn't work
- What worked and why
- The rest of the story



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# Cancer and Treatment

- Intermittent leave
- Work from home
- Sit stand station with Ergotron
- Recliner

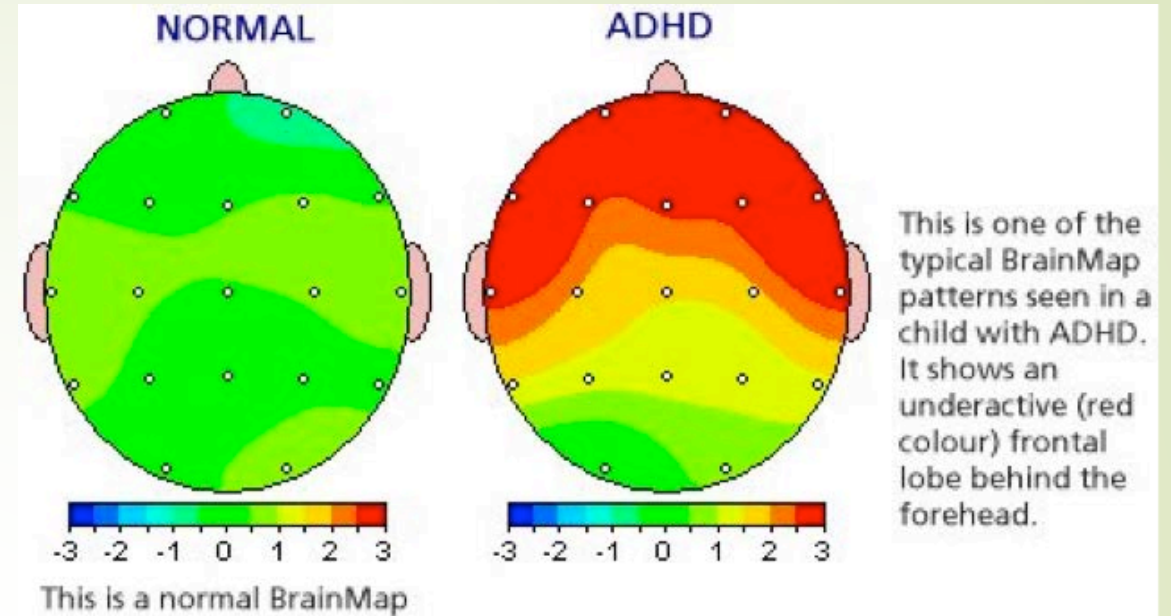


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# ADHD

- Explain what is going on with the brain
- Symptoms
- Performance issues
- Cognitive and Behavioral Evaluation
- Not qualified for the position
- Issues
- Potential outcomes

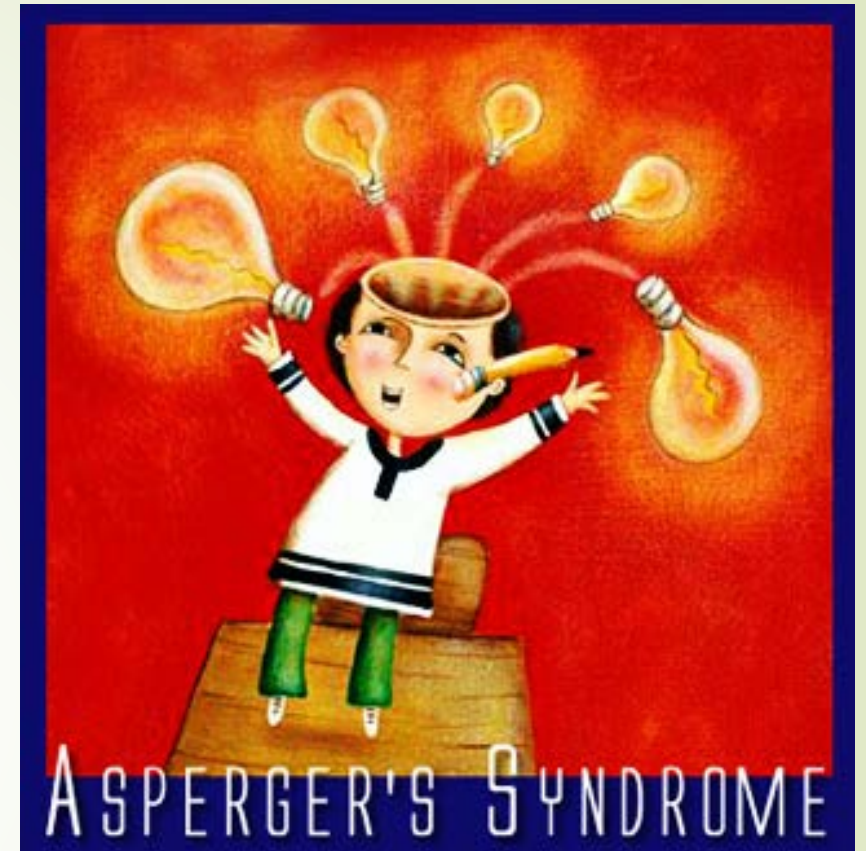


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# Asperger's

- Aspergers defined
- HX of cognitive behavior issues
- Job changes hard
- Working under pressure
- Needs more routine
- Solutions



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# Irritable Bowel Syndrome

- Define Irritable Bowel Syndrome
- No warning
- Employee was tied to phone at desk
- Intermittent leave for late morning
- How FMLA worked and didn't in this case



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# Chemical Sensitivity

- Symptoms
- What was tried
- What worked
- Why this one is tricky to control

## What is MCS? (cont.)

- Symptoms:
  - Neurological impairments:
    - Headaches, migraines, difficulty thinking, seizures
  - Respiratory involvement:
    - Asthma, reactive airways, sinusitis, balance
  - Muscular difficulties:
    - pain, weakness, fatigue
  - Cardiovascular problems:
    - Arrhythmias, hypertension, hypotension, edema
  - Gastrointestinal complaints:
    - Irritable bowel, reflux



# Seizures

- Diagnosed with seizures approximately 2 years ago after having one at work
- Working in call center and may have to take emergency calls
- Side effects from medication prevent her from taking calls
- Change of job duties for 2 hours after taking medications



# Concussion/Low Back Strain

- Fell in parking lot at work
- Worker's compensation claim denied
- Not eligible for FMLA – Leave as a Reasonable Accommodation provided
- Cognitive & Behavioral Capacities Evaluation Form
- Graduated return to work – 4 hours per day for one week
- Modified full-time work hours 2 days per week to allow employee to attend physical therapy





Thank You

Q&A



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