



**UPCOMING EVENTS
& OTHER STUFF:**

Lunch & Learn:

Tuesday, July 21

12:00pm-1:00pm

Job Ready office

**“Radiofrequency Ablation” -
Dr. Christopher
Godbout, Carolina
Back Institute**

**CRC & CCM ap-
proved for 1 hour**

**One more thing about
post-offer testing...**

**Our current work-
force is facing some
challenges to the safety
of workers:
Aging, displaced
workers applying for
jobs outside their
abilities & skill set ,
obesity & diabetes at
epidemic proportions.
It’s the right thing to
do to protect your
employees as well as
your profitability in
this time of economic
unrest.**

**Contact Job Ready
for more informa-
tion on the hiring
and retaining of safe
and productive
workers.**

**Other Services:
Work Conditioning,
Fit for Duty Testing,
Functional Capacity
Evals, Ergonomic
Assessments**

Job Ready News

JULY 2009

Would You Hire These People?

Case # 1:

John is 64 years old and has been working for ABC Textile company for 30 years. When ABC company closed their doors for good, John was forced to look for work that was not within his skill set. But, he was a very loyal and capable employee with ABC company and had excellent references. DEF company offered him a job and he was anxious to get back into the workforce. However, John was wearing an elbow brace, which of course, DEF company could not ask him about during the interview process. It turns out, John’s MD had already told him he would most likely have surgery soon on that elbow. Also unbeknownst to DEF company, John had been having some chest pain over the past month or so. He planned to see his MD about that problem.

Case # 2:

Eric is a 30 year old self-employed landscaper. He has already undergone 2 back surgeries and his MD has told him that his next surgery will be a fusion. He knew he needed health insurance, so, he decides to apply for a job as a heavy equipment mechanic to provide that insurance. The job requires heavy lifting, but Eric appears healthy and after all, has a good employment record of doing heavy work.

Case # 3:

Brenda is a 44 year old who has been working for a home health agency as a CNA. She has had bilateral carpal tunnel surgeries, the most recent one



Without objective information of pre-existing and current abilities, the true safety of that worker cannot be determined by looks alone.

being 2 months ago. Her MD released her to return to work, despite the fact that her recent surgery site is still slightly red and not completely healed. She decides she would like to have a more steady job and applies for a highly repetitive job at a local pharmaceutical company.

Case # 4:

Dennis has been in manufacturing work all of his life. He has had some injuries over the years, but nothing really serious – he’s a tough guy, so, he

just gets over it. He’s had a few problems with his ankle and has noticed that it is stiff sometimes when he gets up in the morning and he has been a little unsteady on his feet from time to time. He doesn’t see anything wrong with applying for a job in construction where he will be on uneven ground, roofs and ladders.

What do all of these cases have in common? Each one of these employees were deemed **“not capable due to medical risk”**, which means they were at imminent risk of harm, if placed. Each one of these employees would have resulted in a costly injury for that employer. However, because their employers instituted a post-offer functional testing program, the employers either **negated the hire** or placed them in more appropriate positions within their limitations.

The ADA and EEOC both say that employers have the right to ask their employees to show them how they will safely perform the essential functions of their job. The post-offer stage is the golden opportunity to determine the safe ability of the worker and reduce risks as well as costs.