

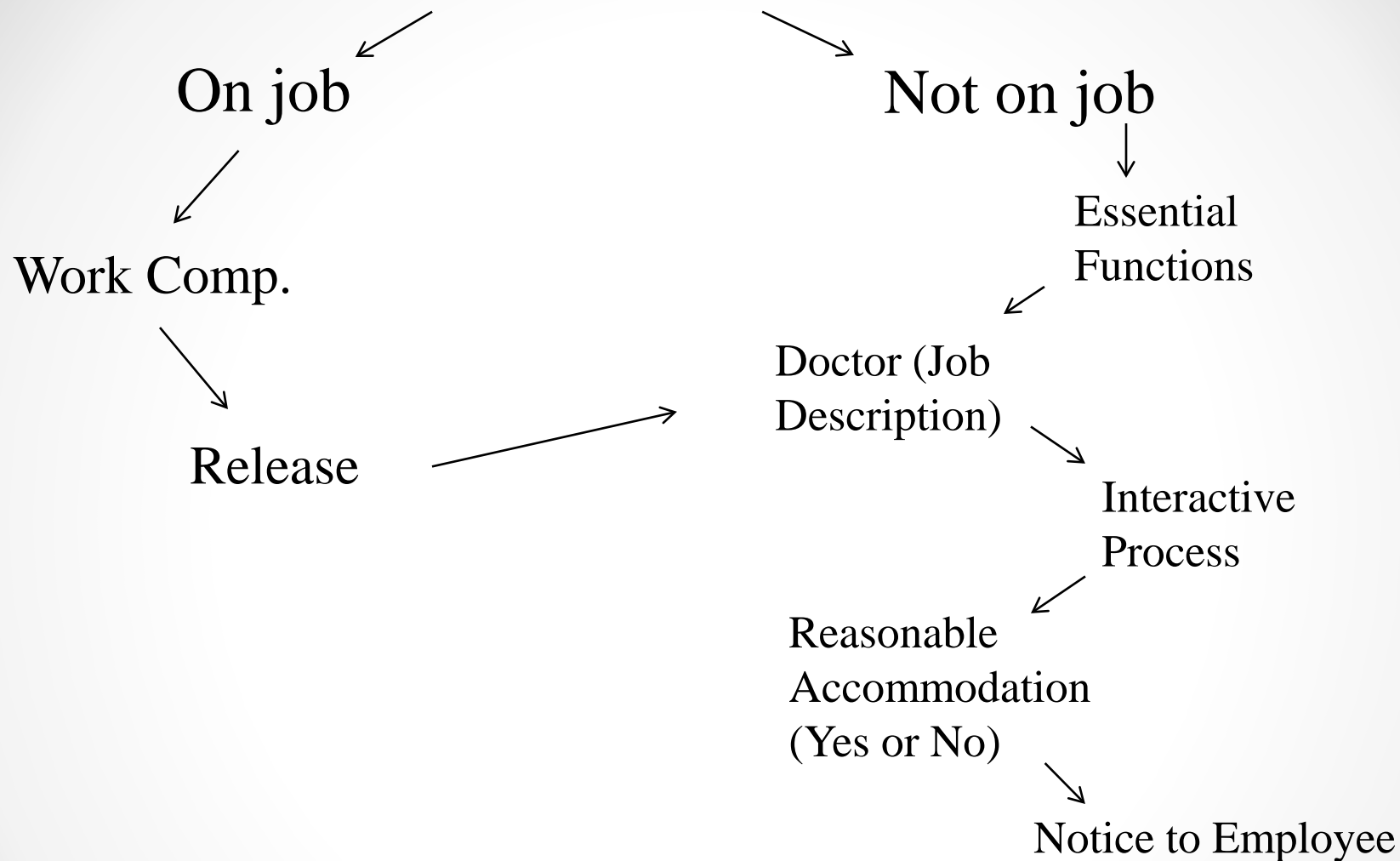
Termination: Say Goodbye Legally



Mary Kummer, Member Services Manager
Jim McNall, Risk Management Specialist
Sam Angell, Defense Panel Attorney

ICCTFOA September 2016

Medical Condition



Reasonable accommodation process:

- Employee:
 - Sufficient notice is given
 - Reasonable Accommodation Request is initiated by employer
 - Essential Job Functions communicated to employee
 - Reasonable Accommodation documentation is reviewed
 - Importance of Interactive process



Examples of reasonable accommodation

- Employee
 - Different job
 - Time off
 - Moving office
 - Assistive Technology



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