

GEO Bargaining Platform Plank Proposal

Title:

Rights for employees with disabilities

Purpose:

To make it possible for employees with disabilities to more efficiently receive suitable accommodations necessary for successful completion of their jobs; to remove barriers to employment success faced by employees with disabilities; to decrease the disproportionate financial burden faced by employees with disabilities involving chronic medical costs.

Specific Proposals:

--Require all hiring units to establish funds allocated for providing accommodations to employees with documented disabilities.

--Clarify the accommodations procedure for hiring units to meet ADA requirements: include employees' rights to accommodations in offer letter; create accommodations request form that tracks the progress of requests and documents hiring unit's actions; require employing units to identify appropriate office or administrative units to deal with accommodations.

--Impose copay cap for employees with chronic medical conditions.

--Redefine Equity & Access GSSA position to achieve long-term goals of increasing access.

--Waive or extend 10-term rule for employees with disabilities.

--Create graduate-specific guidelines for SSWD procedures.

Submitted By: ___ GEO Member #438 ___