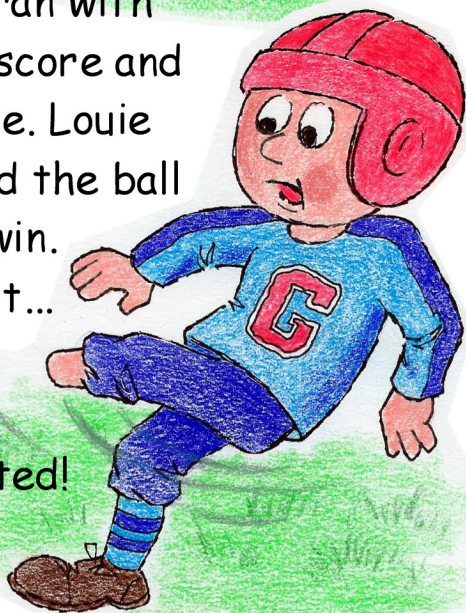
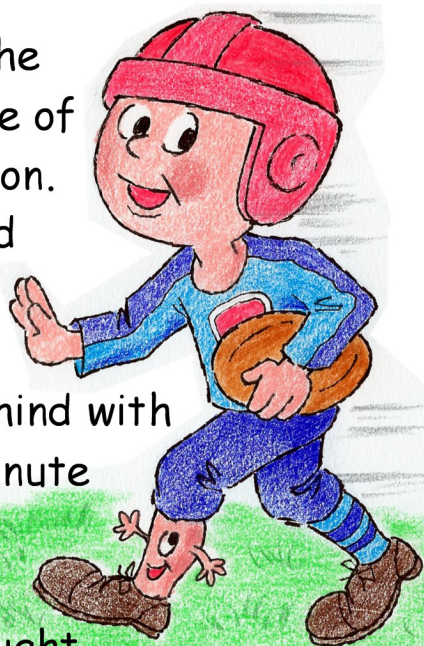


The Everyday Adventures of **LOUIE** and **LEGGO**

It was the last game of the season. Louie and Leggo's team were behind with only a minute to go.

Louie caught a pass and ran with the ball to score and tie the game. Louie kicked the ball to win. But...

Leggo shouted! "That's the wrong leg, Louie!" But it was too late!



SEEKING EMPLOYMENT BY THOSE WITH LIMB LOSS

"In Motion" magazine had an item a few months ago regarding the application of the American Disabilities Act of 1990 (ADA) to people with limb loss who are seeking employment. They connected with the federal government and Job Accommodation Network (JAM) which is an organization dedicated to assisting employers and potential employees with job accommodation under the ADA.

The ADA guarantees equal opportunity for individuals with disabilities in employment as well as accommodations, transportation, state and local government services, and telecommunications. According to the statute, disability is defined as "a physical or mental impairment that substantially limits one or more major life activities of the individual". The ADA does NOT allow the use of a prosthesis to make a person with limb loss ineligible for protection even if they don't feel impaired. You cannot be discriminated against because of your disability.

The employer does have some flexibility in meeting its obligations. They do not have to provide accommodations that pose an undue hardship nor do they have to provide personal use items needed for daily activities both on and off the job. They do not have to remove essential functions, create new jobs or lower production standards as accommodations.

An employer IS required to make REASONABLE accommodations to make it possible to employ you. The types of accommodations for lower limb amputations that may be made by an employer include stair lifts, wheelchair platform lifts, rolling safety ladders, hydraulic personal lifts, work platforms for climbing. Also stand supports, task stools, anti-fatigue matting, rest breaks and stools for standing. For lifting and carrying they may provide material handling lifts, cranes, hoists, lift tables, tailgate lifts or lightweight carts with large wheels. For driving, they may provide hand controls, left-foot gas pedals, automatic transmissions, and designated parking modifications.

Other accommodations may include: modifying the worksite; providing parking close to the work site, and an accessible entrance with automatic door openers; installing adjustable desks or work stations that can accommodate a wheelchair or scooter; ensuring that tools and materials are within reach; and providing accessible restrooms and breakrooms.

The ball went flying with Leggo hanging on. They flew straight over the goal posts to win the game. Another great adventure with Louie and Leggo!

Schmerling