

Management Committee

Meeting date: September 23, 2020

For the Metropolitan Council meeting of October 14, 2020

Subject: Metropolitan Council Policy, 4-2-2 Disability Management and Reasonable Accommodation

District(s), Member(s): All

Policy/Legal Reference: 4: Employees in the Workplace

Staff Prepared/Presented: Deb Aebi, Sr. Manager of Human Resources, 651-602-1319 and Alexis Rogers, Occupational Health Manager, 612- 349-7668

Division/Department: Human Resources

Proposed Action

That the Metropolitan Council approve changes to the Metropolitan Council Policy 4-2-2 Disability Management and Reasonable Accommodation.

Background

The ADA requires employers to engage in an interactive dialogue with applicants and employees with a medical need that require an accommodation to perform their job. The policy ensures equal opportunity in the recruitment and selection process and outlines the Council's commitment to helping qualified individuals with a disability perform the essential functions of a job and receive equal benefits and privileges of employment. Equal employment opportunity, inclusion and access are necessary for the Council to meet the needs of the region.

Rationale

The Council's Disability Management Policy was last revised in 2019. The key changes to the policy include revised: 1) definitions; 2) responsibilities, 3) interactive process, 4) escalation and appeal processes, 5) formatting, and 5) the addition of reasonable accommodation in the title of the policy.

Thrive Lens Analysis

Authorization to approve the Metropolitan Council Policy 4-2-2 supports the Thrive outcomes of Equity and Stewardship by providing employees with disabilities reasonable accommodation to perform their jobs and clear oversight for the process. This ensures the Council meets regulatory requirements and provides services to the public performed by employees who are safe and healthy to do so.

Funding

This change does not require additional funding.

Known Support / Opposition

None