

A M E N D E D

POLICY NO. 61

BOARD OF COUNTY ROAD COMMISSIONERS  
OF THE  
COUNTY OF ST. CLAIR

SUBJECT: Catastrophic Illness Policy

AMENDED: June 4, 2002

Legal Citation:

Michigan Persons With Disabilities Civil Rights Act, P.A.  
220 of 1976, as amended

The Board of County Road Commissioners of the County of St. Clair recognizes that employees with serious illnesses including, but not limited to, cancer, HBV (hepatitis), heart disease, multiple sclerosis and AIDS, may wish to continue to work if their condition allows. The Board will encourage and support them in doing so to the fullest extent possible.

When employees are able to meet acceptable performance and attendance standards with reasonable accommodation and medical evidence indicates their condition is not a *direct* threat to themselves or others, management and co-workers will be expected to be sensitive to their condition and ensure they are treated consistently with other employees.

The Board seeks to provide a safe work environment for all employees and visitors. Therefore, precautions will be taken to ensure that an employee's condition does not present a health/safety threat to him/her self, to co-workers and visitors. Work by the employee will be discontinued if he/she poses a significant risk of substantial harm to him/herself or others, and the risk cannot be reduced through reasonable accommodation.

All employee medical information is confidential. Medical information will only be disclosed on a need-to-know basis. For example:

1. Medical information may be given to appropriate decision-makers in the Road Commission so they can make employment decisions consistent with disability discrimination laws;
2. Supervisors and managers may be told about necessary restrictions on the work or duties of the employee and about necessary accommodations; and
3. First aid and safety personnel may be told if the disability might require emergency treatment.


Whenever an employee requests accommodations in the workplace for a serious illness, the Director of Internal Services, after


obtaining a release from the employee, will communicate directly with the treating physician(s) to:

1. Ascertain the extent and/or confirm the employee's current medical condition;
2. Assess the probability of harm to the employee, co-workers and visitors;
3. Elicit any recommendations from the physician(s) regarding restrictions or changes to the job duties to reasonably accommodate the condition;
4. Learn the prognosis for the employee's future medical condition; and
5. Periodically update medical data as necessary or appropriate.

When warranted, reasonable accommodations will be made for employees with life-threatening illnesses consistent with the business needs of the employer.

Reasonable attempt will also be made to accommodate transfer requests of employees with serious illnesses.

  
\_\_\_\_\_  
William Blumerich, Chairman

  
\_\_\_\_\_  
Donald M. Maronde, Managing Director

Originally adopted: 05-15-90