

Recommended Policy For Employment of Handicapped Outlined

Editor's note: In conjunction with Employment of the Physically Handicapped Week, the President's Committee on Employment of the Physically Handicapped has published a recommended policy for employment of the physically handicapped. John W. Sinders, chairman of the Jackson County Committee for Employment of the Physically Handicapped, and personnel officer, Veterans Administration, Medford, White City, considers these policies basically sound and passes them along to us in the following article.

By JOHN W. SINDERS

It is the policy of this firm that physically handicapped workers be assured full consideration in employment, promotion, reassignment, and retention.

1. Physical standards will be fair, reasonable, and adapted to the realistic requirements of jobs. Job re-engineering or modification machines, machine controls, and duty assignments consistent with sound management will be practiced.

Such standards will be based on complete, factual information regarding working conditions, hazards, and essential physical requirements of each job, ascertained by investigation and examination of the duties of the jobs as performed. The pre-employment physical examination will be used only to insure suitable employment of the physically handicapped worker.

Proper Orientation

2. Physical abilities of handicapped persons being considered for employment or reassignment will be appraised in relation to the essential physical requirements of jobs. Proper break-ins, induction, and orientation of newly hired physically handicapped employees will be provided in plant procedures; and following up at appropriate intervals after placement will be made to insure suitability of the job and satisfactory progress of the physically handicapped worker.

Particular attention will be given to the degree to which handicapped applicants or employees have compensated for their impairments by the development of special skills or methods, by the sharpening of impaired senses, or by the use of prosthetic devices.

3. Employees who acquire disabilities as the result of work injuries, off-the-job accidents, or disease conditions will be given full opportunity in reemployment or in transferring to other more suitable jobs.

If necessary for reemployment or reassignment, vocational rehabilitation services of public or private agencies including counseling and guidance, medical and surgical services, retraining, or other preparatory services should be recommended to the handicapped employee to prepare him for another more suitable job.

4. Wage rates paid to physically handicapped workers will be comparable to rates paid to other workers of like

seniority in the same or comparable occupational classifications in the plant and in the labor market area.

Baker Newspaper Backs Republicans

Baker - RUP - The Baker Democrat Herald, an independent newspaper, announced Monday that it had endorsed Republican national and state-wide candidates.

Publisher Lee C. Bollinger said the newspaper had endorsed GOP presidential nominee Richard M. Nixon, Republican Senatorial candidate Elmo Smith of Albany and GOP second district Congressional candidate Ron Phair of Klamath Falls.

Camp Scamps

The last meeting of the Camp Scamps, 4-H outdoor cooking club was held Monday, Sept. 26, at the home of Sue Lisenbee.

Record books were turned in at this time to leader Doreen Bradshaw.

During summer months the Camp Scamps made tin can stoves and buddy burners and practiced outdoor cooking during their meetings. The 4-H members went on an overnight camp-out in July to McKee bridge.

Several ribbons were won on bread twists at the fair in August.

Members of the club were Debbie Pierce, Karna Hour, Sue Lisenbee, Jerri Dickson, Myrna Young, Teresa Benard, Bob Bailey, Bill Bailey, Vicki Bartley and Leresa Wray.

Leaders were Doreen Bradshaw and Sharon Coffman.

Pharmacy Phaets

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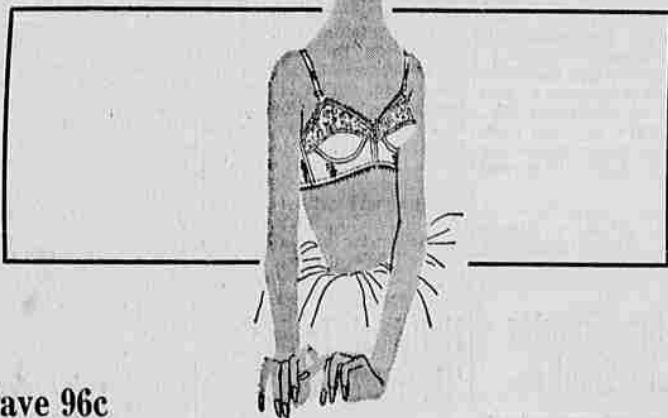
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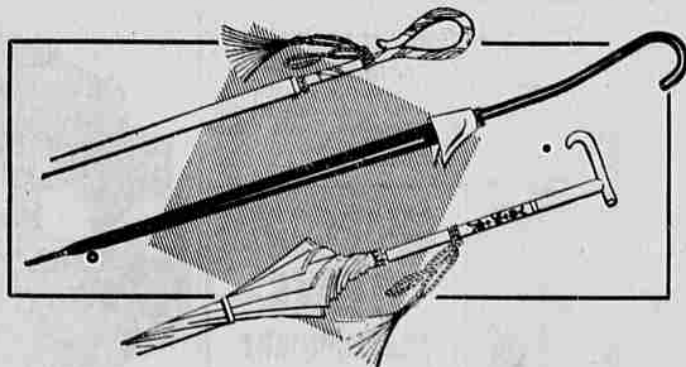
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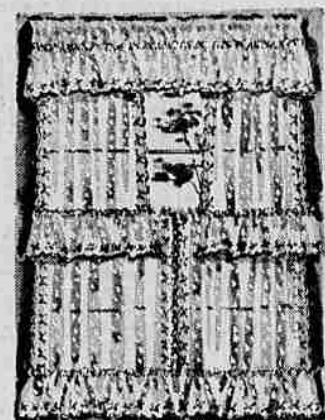
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