

Wounded Warriors: A Call to Action

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Abstract : The need for vocational rehabilitation for returning soldiers is not new. It is a continuation of a barrier that has existed since the Civil War. The wars in Iraq and Afghanistan are unlike any that preceded previous wars. These soldiers are part of an all-volunteer force, soldiers that have been subjected to repeated tours of duty, and a seemingly unconcerned public. What these veterans want is to resume their lives much like before they left to serve. The question then shifts to how is this to be done. This paper seeks to build a foundation for the current and on-going discussion to accomplish the best way or ways to reintegrate these brave veterans into the fabric of American society.

Employer Validation of Acceptable Monthly Absenteeism Allowances

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Abstract : The present study was designed to obtain employer validation regarding the number of monthly ongoing absences an employee could miss without being terminated. One thousand seventy-one (1,017) employers were surveyed soliciting 1,286 responses to 20 sedentary and light job titles commonly testified to by vocational experts. Results indicated that employers endorsed three days per month for 10 of the 16 job titles most frequently selected without being terminated, and two days per month for three of the job titles. Implications for vocational experts in testifying are discussed.

Achoo: The Americans with Disabilities Act and Allergies Federal Courts 2007-2012

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Abstract : One aspect of the Americans with Disabilities Act has been to prevent employers from discriminating against employees on the basis of disability. This article focuses on allergens and the issues of disability, mitigation, and reasonable accommodation. Courts, for the most part, have not viewed allergies as a disability. With the passage of the Americans with Disabilities Act Amendments Act, the authors contend that the courts will find allergy to be a disability.