



WEST CENTRAL FLORIDA SAFETY ALLIANCE

**MEETING NOTES**

October 19, 2012

Our thanks to Goodwill Industries  
For hosting this presentation and Alliance meeting!

**MEMBERS PRESENT:**

Luke Vaughn, Alliance Co-Chair	Pam Cohen	Jason Lynch
Janine Bain, Guest Speaker	Jim Ulseth	Shana Rini
Ernie Harben, Note Taker	Todd Stetson	

**POST-OFFER FITNESS TESTING:** Janine Bain, Risk and Compliance Manager, Goodwill Industries

- Goodwill Industries has the challenge of placing individuals with physical and mental limitations into positions with physical demands.
- In the past, Goodwill has had challenges with on-the-job injuries and workers' compensation claims.
- Janine led Goodwill through an evaluation, selection, and implementation project that resulted in establishing a post-offer, agility and job fitness assessment program.
- There were issues up front in "selling" the idea to management and their HR department.
- After much discussion and study the EEOC Screening Rules and ADA Guidelines Publication were found to be the most authoritative resources for the design of Goodwill's program.
- The essential parts of Goodwill's program that insured the proper protection of the candidate / employee rights included:
  - Pre-Offer Job Interview – Avoiding specific questions related to candidate's ability but insuring proper description of job's essential functions
  - Post-Offer / Conditional-Offer Ability / Disability Interview – Discussion the job's essential functions with the employee to insure they feel they can perform them
  - Post-Offer, Pre-Placement Physical Examination – Conducted to insure the employee is capable of performing the essential duties safely without injury to themselves
- The program has been very successful. Accident and injury rates are way down and costs associated with injuries and workers' compensation insurance are also down.
- If anyone would like more information please contact Janine Bain at [Janine.Bain@goodwill-suncoast.com](mailto:Janine.Bain@goodwill-suncoast.com).

**BUSINESS MEETING:** Sun Coast Goodwill provided a lunch prepared on site at their employee cafeteria. After lunch Janine conducted us on a tour of the facility.

- We did not hold a business meeting.

**NEXT MEETING:** November 16, 2012, 11:00AM at Evergreen Packaging, 2104 Henderson Way, Plant City, FL 33563. Representatives will discuss safety and their operations and also conduct the attendees on a tour of their operations.