

■ Reasonable Accommodation

The district court found for the EEOC in a suit filed on behalf of a truck driver with a permanent back injury that had occurred on the job. ***EEOC v. Yellow Freight Systems, Inc.*** The driver could not sit longer than 45 minutes without significant pain. As a reasonable accommodation, the trucker had requested a transfer to a job as yard jockey, which required driving only short distances.

EEOC wins bench trial in case of truck driver where company refused to provide him with reasonable accommodation for disability incurred on the job

The company, however, rejected that option, suggesting instead that he pull his truck off the road and stretch "every so often." When the driver pointed out that he would not be able to make deliveries on time, he was fired.

In the bench trial, the court determined that the company's proposed accommodation was neither reasonable nor effective and awarded the driver \$156,867 in back pay and \$50,000 in punitive damages.