

## **State of Connecticut Memorandum**

To: Debra Mainville, DAS HR LAD Coordinator

From: Jane Doe, DDS WC Liaison

Re: Request for 5-244 LAD Search - John Smith, Developmental Services Worker 1

Date: July 1, 2014

Pursuant to CGS 5-244, please initiate a Less Arduous Duty search on behalf of the above-referenced employee. I have attached for your use the following:

1. Correspondence from GAB Robbins documenting that the above referenced Department of Developmental Services employee is permanently prohibited to return to his job classification as a Developmental Services Worker 1.
2. Managed Care Network Worker Status report detailing restrictions associated with the employee's work capabilities.
3. Employee's current application form CT-HR-12 or resume.

Please note the employee has no FMLA entitlements (or has depleted his FMLA entitlements). The accommodation analysis did not identify any reasonable accommodations that would enable the employee to perform the essential functions of his position (or the accommodations provided were not effective.)

We have conducted a Less Arduous Duties search within the agency and cannot accommodate his restrictions. Mr. Smith does not have any USERRA rights.

Please contact me with any questions you may have. Thank you for your attention to this matter.