

Carpal Tunnel: Computer Data Entry Essential Function Of Nurse's Job.

A nurse practitioner's disability discrimination lawsuit focused on her carpal tunnel. For that condition her physician gave her a medical restriction against typing more than five hours per day or more than ten minutes at a time.

Her employer tried voice-recognition software as an accommodation but it would not recognize her voice. She was transferred from direct patient care to an office job which did not require as much keyboard typing, then to infection control, without any loss of pay or benefits.

The Americans With Disabilities Act requires employers to provide reasonable accommodation to the needs of disabled employees who are able to do their jobs satisfactorily with reasonable accommodation.

It would be an undue hardship for the employer, that is, it would not be a reasonable accommodation to have to provide a personal medical assistant for computer-data entry tasks.

UNITED STATES DISTRICT COURT
TENNESSEE
August 2, 2006

The US District Court for the Western District of Tennessee dismissed her lawsuit. Hiring her a personal medical assistant just to do her computer charting so that she could remain in direct patient care would impose an undue hardship on her employer. ***Miller v. Principi, 2006 WL 2222682 (W.D., Tenn., August 2, 2006).***