



Common Types of Industry Accommodations

Updated September 2024

DRAFT: IN

tribution

ABOUT TRUCKING HR CANADA

As a national, non-profit organization, Trucking HR Canada advances modern HR solutions for the trucking and logistics workforce. One of our strategic priorities is to make a company's job easier by delivering a comprehensive collection of up-to-date guides, reports, templates and more to support effective human resource management, recruitment, and retention efforts.

Visit truckinghr.com to find out more.

DISCLAIMER

The information contained within does not constitute legal advice. Trucking HR Canada, and all content contributors, bear no responsibility for any circumstances arising out of or related to the adoption, or decision not to adopt, any of the recommendations contained in this document.

WANT MORE?

Visit the **HR Resource Library** on Trucking HR Canada's website for up to date, practical HR management guides and tools designed specifically for trucking and logistics employers.

Employers participating in the 2024 THRC pilots of new tools can also refer to their [resource list](#) and are welcome to call their designated advisor for consultation and guidance.

INTRODUCTION

Many accommodations for disabilities or other characteristics protected under human rights legislation are easy to provide at low cost – or with no cost at all. The challenge is to have an open mind, be flexible, and engage in a collaborative process to find what works for a particular individual and for the company. The goal is to find a solution that does not pose undue hardship for the employer (costs, safety, etc.) and allows the employee to perform their duties effectively.

This resource will help companies be more familiar with accommodation situations that could arise within the trucking and logistics industry. It is impossible to list all possible disabilities, but it is important to consider both visible disabilities and non-visible ones such as learning disabilities or mental health challenges that might not be apparent. Being informed and better prepared to support employees' accommodation needs will help to make your workplace more inclusive and productive.

COMMON TYPES OF ACCOMMODATIONS

Common types of accommodation include:

- Flexible work hours or days or reduced work hours
- Modified or different duties
- Modified break schedule such as more frequent breaks
- Special chair or back support
- Modified or ergonomic workstation
- Working from home
- Computer, laptop, or tablet with specialized software
- Human support
- Adapted or accessible parking
- Technical aids
- Accessible elevators
- Handrails, ramps, widened doorways or hallways
- Communication aids
- Adapted washroom
- Specialized transportation

These accommodations are increasingly common in many office work environments. In the trucking and logistics sector, employees working in the office comprise only a fraction of our workforce.

When considering other occupations such as truck drivers, warehouse workers or mechanics, there are many options to consider. Involve the person with the disability, their manager, registered health professional and representative (if applicable) in determining the best accommodation based on their needs. Some examples to prompt your thinking are outlined in the following pages.

ON THE ROAD

OCCUPATION	DISABILITY TYPE	POSSIBLE ACCOMMODATIONS
TRANSPORT TRUCK DRIVERS	Back injury	Suspension seat and vehicle cushion to minimize vibration and allow to sit for longer periods of time
	Wheelchair users	Swivel seat and lift to assist in getting in and out of the cab or vehicle
COURIER/ PICK UP DRIVERS	Hearing impairments	Hearing aids, hearing protection and portable TTY units
FLAT-BED DRIVERS	Learning disorder	Two-way radio so driver can confirm each order with supervisor
OWNER/ OPERATORS	Nerve disorder in the arms	Swivel knob to prevent prolonged periods of grasping the wheel
	Motor impairment affecting ability to reach overhead	Step stool or aerial lift that can raise the employee up so that reaching is performed at or below shoulder height
	Motor impairment with bending, twisting restrictions	Low task chair or mechanics seat and creeper to assist in viewing or conducting maintenance on the underside of the truck
	Motor impairment with climbing restrictions	Extended tractor steps and folding steps that both provide additional steps, which can reduce the climbing distance to get into the truck cab
	Motor impairment with lifting restrictions	Winches and chain hoists, hitch systems, truck mounted cranes, compact mobile cranes, and lift gates to lift

DRAFT: N

IN THE SHOP

OCCUPATION	DISABILITY TYPE	POSSIBLE ACCOMMODATIONS
TRUCK MECHANIC TRANSPORTATION TRAILER TECHNICIAN PARTS TECHNICIAN TRUCK AND TRAILER TIRE TECHNICIAN	Motor impairment, bending	Tire lift, mechanic’s low task chair, specialty creeper
	Motor impairment, lifting restrictions	Jib crane, tool balancers, work positioners
	Upper extremity limitations (neck, shoulder back, hands, arms)	Ergonomic hand and power tools
	Individuals affected by hand vibration e.g., arthritis	Anti-vibration gloves or tool wraps
	Motor impairments that cause difficulty pushing and/or pulling	Motorized carts to reduce excessive pushing/pulling
	Respiratory distress/breathing problems	Air purifiers that filter irritants, chemicals, fragrant scents, and other triggers
	Depression	Apps for anxiety and stress, flexible schedule, sun light simulators, Employee Assistance program

DRAFT: Not for Distribution

IN THE YARD

OCCUPATION	DISABILITY TYPE	POSSIBLE ACCOMMODATIONS
SHUNT DRIVER SHIPPER/RECEIVER MATERIAL HANDLER PURCHASING AND INVENTORY CONTROL WORKER	Chronic Pain	Ergonomic equipment, carts, lifts, stand/lean stools, wearable anti-fatigue matting, workstation space heaters or thermal wear; adjustable workstations for industrial settings, modified break schedule
	Mobility limitation - walking	Equipment such as four-wheelers, golf carts, and other small vehicles, communicating with e-mail, instant messaging, two-way radios, and cell phones can reduce walking on a job
	Motor impairments that cause difficulty pushing and/or pulling	Motorized carts to reduce excessive pushing/pulling
	Motor impairment, lifting restrictions	Lifts
	Low vision	Portable magnifier, information in large print, smart glasses, frequent breaks for eye fatigue, pens that include a bold felt tip or lighted pen, paper with tactile lines, bold print, or low glare, computers with screen magnification software, large print keyboard labels
	Anxiety disorder/managing panic attacks	Flexible schedule, modified break schedule, rest area or private space, support animal or support person, job coach
	Executive functioning limitations	Apps for concentration, noise cancelling headphones, recorded directives, checklists, timers, and work planners

DRAFT