

Pennsylvania Conference of Teamsters

Strength in Numbers 95,000

LEGISLATIVE ACTION ALERT

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>>>>>>This article supplied by our legal advisor Tom Kohn, Esq.<<<<<<

You should consult with your attorneys when presented with a grievance alleging an illegal refusal to provide a requested religious accommodation

As we recently informed everyone, the Supreme Court, in *Groff v. DeJoy*, articulated a new standard applicable to employee requests for religious accommodations at work. Unfortunately, the standard, which permits an employer to refuse such accommodation only when doing so "would result in substantial increased costs" to the business, is so loose

that it is impossible to state with any certainty when it has been met. Obviously, this means that in each instance the specific facts will be determinative, so you should consult with your attorneys when presented with a grievance alleging an illegal refusal to provide a requested accommodation.



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