



Los Angeles Partner Discusses Potential Impacts of Supreme Court Decision on Religious Accommodations

News

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In an interview with *Commercial Carrier Journal*, **Andrew Hoag** discusses the US Supreme Court's unanimous ruling in favor of a former United States Postal Service worker whose requests to have Sundays off were rejected on the grounds that it created a scheduling hardship that frustrated his co-workers. Andrew explained that the Court's decision applies to companies with 15 or more employees, and he strongly encourages these companies to "have their HR departments or their in-house legal departments go back and consider whether or not requests or religious accommodation would come out a different way under this new standard." He adds that "since the way the metric that we evaluate requests for accommodations has now changed, it certainly seems prudent to go back and reconsider whether under the new analysis the response to those requests for accommodations should change as well."

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