

# The Paley Rothman Blog

Paley Rothman shares this library of resources with clients and friends of the firm to help them stay ahead of legal and business developments and trends. Here, you will find helpful tips and tools written by our attorneys.

## **MARYLAND'S NEW ORGAN AND BONE MARROW DONATION LEAVE – HAVE YOU UPDATED YOUR POLICIES TO COMPLY?**

Effective October 1, 2019, employers with 15 or more employees in the state of Maryland must provide eligible employees with leave to serve as organ or bone marrow donors.

## **DOL FINALIZES NEW OVERTIME RULES**

The Department of Labor has issued new final rules which will, among other things, increase the salary requirements for the white collar and highly compensated exemptions to the federal overtime rules effective January 1, 2020.

## **EMPLOYERS MUST COMPLY WITH THE FMLA WHEN EVALUATING TIME-OFF REQUESTS TO ATTEND SCHOOL IEP MEETINGS**

The U.S. Department of Labor recently issued an Opinion Letter clarifying that an employee who has a child with a serious medical condition is entitled to take leave under the Family and Medical Leave Act so that the parent can attend a school meeting to discuss that child's Individualized Education Program.

## **NEW LAWS REFLECT RISING TIDE OF ANTI-DISCRIMINATORY POLICY**

New legislation in New York and California reflects growing momentum for pro-employee legislation that seeks to punish discrimination and harassment, but which threatens to subject well-intentioned employers to new breeds of serious claims.

## **BACK TO SCHOOL: DC EMPLOYERS MUST PROVIDE LEAVE FOR SCHOOL-RELATED EVENTS**

Employers in the District of Columbia must allow their employees to take up to 24 hours of leave during any 12-month period to attend school-related activities.