

# 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 employees.

## **AS USE OF SERVICE DOGS—AND “FAKE” SERVICE DOGS—RISES, EMPLOYERS FACED WITH NEW QUESTIONS**

Over the past few years, the D.C. area—along with the rest of the country—has seen a dramatic rise in the presence and use of service animals, therapy animals, and emotional-support animals for all manner of medical conditions.

## **EMPLOYERS CAN BE LIABLE FOR FAILURE TO REASONABLY ACCOMMODATE EMPLOYEE’S MEDICINAL MARIJUANA USAGE**

Recent case suggests employers may be required to make exceptions to drug testing policies to accommodate employees who have been prescribed medicinal marijuana.

## **SHOULD TWEET OF CEO’S RESPONSE TO MENTAL HEALTH DAY PROMPT REEVALUATION OF YOUR PTO POLICY?**

The concept of a “mental health day” is often overlooked when employers craft their vacation and leave policies. However, a recent tweet by a San Francisco-based web developer has sparked a national discussion about mental health and the appropriate way for employers to handle these situations.

## **D.C. CIRCUIT CONFIRMS THAT EMPLOYEES CANNOT SUE FOR OSHA RETALIATION**

D.C. Circuit confirms that OSHA does not permit employees to sue their employers for retaliation; instead, employees are limited to filing complaints with the Department of Labor.

## **“THEY’RE HEEERE” – POLTERGEISTS LURK WITHIN GAME-CHANGING FINAL RULE ON FAIR PAY & SAFE WORKPLACES**

After some two years of process – involving proposed rules, amendments, delays, and public comments – the final regulations implementing the President’s Executive Order on Fair Pay and Safe Workplaces were published on August 25, 2016.