

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.

SUPREME COURT ARTICULATES STANDARD FOR ASSESSING PREGNANCY DISCRIMINATION CLAIMS

On Wednesday (March 25, 2015), the U.S. Supreme Court announced its decision in the closely watched pregnancy discrimination case of *Young v. United Parcel Service*. Rejecting both the employer's and employee's statutory interpretations of the Pregnancy Discrimination Act (PDA), the Supreme Court announced a middle-ground standard for assessing pregnancy discrimination cases and remanded the case to the Fourth Circuit to apply this standard.

MANAGING PREGNANT EMPLOYEES: EEOC OFFERS NEW GUIDANCE ON THE TREATMENT OF PREGNANT WORKERS

Regardless of industry, size, or geography most employers will, at some point, be faced with the issue of how to handle a pregnant employee. On July 14, 2014, the EEOC issued new enforcement guidance on pregnancy discrimination. This is the first new guidance that the EEOC has published on this issue in over 30 years and has important implications for employers and employees alike.

SUPREME COURT AGREES TO HEAR KEY EMPLOYMENT CASES: WHAT THIS WILL MEAN FOR EMPLOYERS

The Supreme Court agreed to hear a controversial case next year on the EEOC's obligation to conciliate or negotiate with employers prior to the EEOC filing suit. While most EEOC charges result in the individuals seeking private counsel to pursue their claims, if the EEOC itself seeks to sue your company, Title VII of the Civil Rights Act of 1964 requires the EEOC to conciliate in good faith before bringing suit.

EMPLOYERS: DO YOU COMPLY WITH NEW PREGNANCY LAW?

The October 1 deadline for Maryland employers to comply with the state's new Reasonable Accommodations for Disabilities Due to Pregnancy Act (the "Act") is here. All Maryland employers with 15 or more employees should promptly take steps to comply with the new law.