

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.

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.

TIPS FOR A LIABILITY-FREE HOLIDAY PARTY

Employers holding holiday parties should follow commonsense tips to avoid potential liability.

RESTRICTIONS ON EMPLOYEE COMMUNICATION COULD LEAD TO UNFAIR LABOR PRACTICE CHARGES

Employer Takeaway: Employment handbook provisions restricting the content or method of employees' communications with co-workers about their employment may constitute an unfair labor practice. Employers should review these policies to ensure that they cannot be interpreted as restricting the ability of employees to discuss the terms and conditions of employment. Any restrictive provisions should be connected to a business justification and be tailored to address that justification.

USE OF INDEPENDENT CONTRACTORS MAY BE A HIGH RISK CHOICE IF DOL GETS ITS WAY

On July 16, 2015, the U.S. Department of Labor (DOL) Wage & Hour Division Administrator issued "Administrator's Interpretation 2015-1" (AI) on the application of the Fair Labor Standards Act (FLSA) for identification of workers who are misclassified as independent contractors.