

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.

EMPLOYEE ELIGIBILITY FOR FMLA BENEFITS INCLUDES TIME WORKED FOR AN EMPLOYER THROUGH STAFFING AGENCY

A temp-to-perm (temporary to permanent) hire created a costly error for an employer under the FMLA. Employees working through a staffing agency are considered “joint employees” of both the staffing agency and the secondary employer under the FMLA.

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.

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.

TAX BILL CREATES NEW EMPLOYER CREDIT FOR PAID FMLA LEAVE

Under the new tax bill, over the next two tax years employers who provide paid FMLA leave may be eligible for a tax credit in 2018 and 2019.

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.