

Andrew Gordon and Daniel Gonzalez Discuss Third Circuit Decision Affirming Low Standard for Employers to Deny Employees' Requests for Religious Accommodations

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Jul 25, 2022

In a recent byline in the *Daily Business Review*, Hinshaw attorneys Andrew Gordon and Daniel Gonzalez examine the Third Circuit's decision in *Groff v. Dejoy*, which re-emphasized the low 'de minimis' standard for denying an employee's religious accommodation request based on undue hardship.

The authors discuss the impact the ruling could have on employers in South Florida, where such religious accommodation requests are common. "If an employee in Florida requests the Sabbath off, whether that be on Saturday, or Sunday, or any other day of the week, *Groff* is a reminder that, in many such situations, Florida employers can deny the request and be legally in the clear," they state.

Gordon and Gonzalez caution, however, that while this case proves the de minimis standard is usually satisfied by employers, every request for religious accommodation is case-specific and should be taken seriously. They advise consulting with a lawyer if an employer has questions regarding how to handle such requests.

[Read the full article](#) (subscription required)

"Third Circuit Case Shows Low De Minimis Standard for Employers to Deny Request for Sabbath Off Based on Undue Hardship" was published by *Daily Business Review* on July 21, 2022.

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["Third Circuit Ruling Helps Clarify Reasonableness of Accommodations in Resolving Conflict Between Work Requirements and Employee Religious Beliefs or Practices"](#)

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