

Religious Requests at Work Poised for Conservative High Court

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Carlton Fields labor and employment attorney and [Core Triangle Consulting](#) Vice President Rae Vann was featured in a *Bloomberg Daily Labor Report* article regarding whether the conservative Supreme Court will hear cases related to religious requests at work. Employers in the arguments contend that religious requests, including holy day, grooming and dress code, and workplace expressions accommodations, establish an undue hardship. Employees maintain that the present undue hardship precedent of “more than de minimis cost” is too broad and infringes upon their rights. Vann acknowledges that the undue hardship standard is more favorable for employers. “It’s reasonable and is a standard that isn’t too complicated to apply,” said Vann. “I don’t know how the court would view this issue. It’s a business case versus religious liberty.” [Read the article.](#)

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