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Randi Winter Explains Employer Religious Accommodations for SHRM

Spencer Fane attorney Randi Winter was quoted in a recent Society for Human Resource Management (SHRM) article analyzing the Supreme Court's decision in *Groff v. DeJoy*.

In the article, Employers May Need to Change Religious Accommodation Policies, Randi spoke to reporter Leah Shepherd alongside several labor and employment thought leaders. Each professional helped define what constitutes an undue hardship for employers seeking to deny a religious accommodation request.

"If a requested accommodation would violate other employees' contractual seniority rights, that accommodation [would] pose an undue hardship for an employer's operations," Randi said. "Having some colleagues disgruntled about needing to fill in for an employee with a religious accommodation would not be considered a significant cost to the employer."

At Spencer Fane, Randi helps her clients achieve favorable litigation outcomes with respect to business, employment, and noncompete disputes. She is experienced in all facets of litigation and arbitration, but has particularly enjoyed helping clients, both large and small, obtain trial victories before judges and juries in federal and state court.

Read the full article here. Please note, a subscription may be required.