

Miller Canfield Discusses Religion in the Workplace

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Increasingly employers are faced with balancing the interests of employees who feel compelled to practice or discuss their religions at work, and those of employees who believe religion should be banned from the work place. The latest figures from the U.S. Equal Employment Opportunity Commission show a steady rise in the number of complaints of workplace harassment or discharge due to religion since 1992.

George D. Mesritz, a labor and employment law attorney at Miller Canfield, will discuss this hot-button issue at an upcoming Miller Canfield Morning Update, "Religion in the Workplace," on Wednesday, March 8, from 8:00–8:45 a.m. at the firm's office at 150 West Jefferson Avenue, Suite 2500, in Detroit. The presentation also will be available over the Internet as a webinar.

The Civil Rights Act of 1964 prohibits discrimination against employees based on religion, and requires that employers provide "reasonable accommodation" for religious practices, unless doing so would result in "undue hardship" for the employer.

"Employers are sometimes between a rock and a hard place when conflicts arise between employees over religion," said Mesritz. "No company wants a hostile situation or a lawsuit. This training and education program is designed to help employers respond appropriately."

There is no cost to attend. The program will include a handout and for those who attend in person, a continental breakfast starting at 7:30 a.m. Reservations are required to Virginia Herrick at 313/496-7548 or herrick@millercanfield.com.

Morning Updates are Wednesday morning seminars focusing on labor and employment law issues for human resources professionals, CEOs and business owners. The next Miller Canfield Morning Update will feature FMLA regulations.

The 350-attorney law firm of Miller, Canfield, Paddock and Stone, P.L.C. was established in Detroit in 1852 and has offices in Ann Arbor, Detroit, Grand Rapids, Howell, Kalamazoo, Lansing, Monroe, Saginaw, and Troy, Michigan. Other offices are located in New York City, Pensacola, Florida, Windsor, Ontario, and in Gdynia, Warsaw, Wroclaw, Poland.