

## Seventh Day Adventist: Court Finds No Discrimination.

The US District Court for the Middle District of Florida dismissed a religious discrimination case filed by a nurse who alleged her Seventh Day Adventist religion prohibited her from working Saturdays, that is, January 1, 2005, a Saturday.

The court was not convinced the nurse's beliefs were a matter of conviction as opposed to personal convenience. Her employer did offer reasonable accommodation by allowing her to swap shifts with others or use her seniority to request the day off. A healthcare employer is allowed to expect direct-care employees to work when needed, even on weekends and holidays. **Howard v. Life Care Centers, 2007 WL 4964716 (M.D. Fla., October 29, 2007).**