

# Special Halloween Edition! California's Scariest Employment Law Verdicts

**California Employment Law Update** on **October 16, 2025**

Ah, California: land of Hollywood, high-tech, empty ocean roads, and—all too often these days—eye-popping jury verdicts. Employment litigation in California now rivals the state lottery as a source of multimillion-dollar payouts. We've previously reported on some of the more astonishing numbers (see [here](#), [here](#), and [here](#)), but they are only the tip of the iceberg.

Recent cases have led to single-plaintiff jury awards exceeding \$10 million (so-called “nuclear” verdicts) and even the occasional “thermonuclear” verdict in excess of \$100 million. Even though such judgments are often trimmed on appeal, the message is clear: California juries are willing to flex, and neither Sacramento nor the courts have any intention of standing in the way.

## **EXTRA-LARGE CA VERDICTS**

No doubt the best way to head off such catastrophes is, as we often remind our readers, **ARBITRATION!** Still, many California employers continue to ignore the risks and are willing to roll the dice with a jury. Still not convinced? Ask any good plaintiff's lawyer what they fear most—if they're being honest, they will say it's arbitration, which deprives them of the ability to bamboozle a well-meaning downtown jury.

Hold up an arbitration agreement to a plaintiff's lawyer, and you can expect the same reaction you'd get from flashing a cross at a vampire: They'll run away every time!

### **Related Professionals**

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