

EXTRA-LARGE CALIFORNIA JURY VERDICTS IN EMPLOYMENT CASES

Case Name	Date	Court	Summary of Claims	Compensatory Damages		Punitive Damages	Total Verdict Amount
				Lost Wages	Emotional Distress		
<i>Martinez v. SoCal Edison</i>	6/2/2022	Los Angeles Superior Court	Two plaintiffs alleged they were retaliated against for making complaints about sexual and racial harassment that was directed at them and others. The plaintiffs alleged they were “ratted out” and pushed out of the company after bringing complaints to management via the internal anonymous hotline.	Plaintiff 1: \$6,377,265 Plaintiff 2: \$1,067,241	Plaintiff 1: \$16,000,000 Plaintiff 2: \$1,067,241	Plaintiff 1: \$400,000,000 Plaintiff 2: \$40,000,000	\$464,577,265
<i>Juarez v. AutoZone Stores, Inc.</i>	11/17/2014	S.D. Cal.	The plaintiff was a former store manager alleging harassment and discrimination based on her sex and pregnancy. After learning she was pregnant, a high-ranking AutoZone executive allegedly said near the plaintiff, “What are we running here, a boutique? Get rid of these women.”	\$620,000	\$250,000	\$185,000,000	\$185,870,000
<i>Chopourian v. Catholic Healthcare West</i>	2/29/2012	E.D. Cal.	The plaintiff was a physician assistant who alleged a hostile work environment and sexual harassment. The plaintiff alleged she commonly endured vulgarity, obscenity, and other sexually inappropriate behavior from male co-workers (including conversations relating to surgeons’ sex lives and other sexual advances). She further alleged defamation.	\$3,730,488	\$39,000,000	\$125,000,000	\$167,730,488
<i>Rudnicki v. Farmers Insurance Exchange</i>	12/16/2021	Los Angeles Superior Court	The plaintiff was a senior executive and lawyer who alleged his termination was the result of age, gender, and disability discrimination and in retaliation for his participation in the investigation and defense of a pay equity class action against Farmers. Farmers claimed the plaintiff was fired for using sexist and inappropriate remarks in the workplace. Jury found in favor of Rudnicki on his retaliation claims (but in favor of Farmers on Rudnicki’s discrimination claims).	\$4,400,000	\$1,000,000	\$150,000,000	\$155,400,000
<i>Diaz v. Tesla Inc.</i>	10/4/2021	N.D. Cal.	The plaintiff was a Black former elevator operator who worked at Tesla’s Fremont facility for approximately one year before quitting his employment in 2016. The plaintiff alleged he was subjected to a hostile work environment, testifying at trial that Tesla employees frequently used the “n-word” and that they had drawn swastikas and nooses as well as racially disparaging images in the workplace.	\$0	\$6,900,000	\$130,000,000	\$136,900,000
<i>Slagel v. Liberty Mutual Insurance Co.</i>	12/5/2025	Los Angeles County Superior Court	After working for Liberty for decades, Slagel stated that she and others were experiencing ageism, specifically patterns of pushing out and mistreating older workers. After Slagel reported these concerns, she stated she experienced a retaliatory environment. Liberty Mutual then launched an investigation, concluding Slagel was allegedly dishonest leading to her termination. Slagel argued the investigation was a pretext to fire her because of her age and also to retaliate against her for reporting her concerns of age discrimination.	\$0	\$20,000,000	\$83,000,000	\$103,000,000

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<i>Khan v. Hologram USA Inc.</i>	12/2/2019	Los Angeles Superior Court	The plaintiff was a production assistant who claimed she had been sexually harassed and battered in the workplace. The plaintiff alleged defendant would regularly enter her cubicle, turn her chair toward him, and thrust his pelvis toward her face. She also alleged he regularly inappropriately touched her.	\$250,000	\$8,000,000	\$50,000,000	\$58,250,000
<i>Stewart v. American Association of Physician Specialists, Inc.</i>	2/12/2016	C.D. Cal.	The plaintiff was a dermatologist who alleged harassment and a hostile work environment. She alleged the group's leadership circulated sexual and racially biased emails and that she was ousted when she attempted to reinstate a whistleblower.	\$26,903,470	\$0	\$20,000,000	\$46,903,470
<i>Gatchalian v. Kaiser Foundation Hospitals</i>	12/11/2023	Los Angeles Superior Court	The plaintiff was a nurse supervisor who alleged she was fired because she reported misconduct that nurses under her had done. She sued, alleging wrongful termination and retaliation.	\$2,499,965	\$9,000,000	\$30,000,000	\$41,499,965
<i>Carmell v. Janet's Enterprises</i>	2/14/2025	San Bernardino Superior Court	The plaintiff worked at a retirement home and alleged she found violations of law that severely jeopardized the safety and well-being of patients. The plaintiff alleged that she disclosed her reasonable belief of violations of law to her employers and was retaliated against in violation of section 1102.5 of the California Labor Code. The plaintiff also alleged that she was subjected to intolerable working conditions and wrongfully terminated.	\$1,098,250	\$0	\$40,000,000	\$41,098,250
<i>Ruvalcaba v. Santa Cruz City Schools; Keenan & Associates</i>	5/24/2022	Santa Cruz Superior Court	The plaintiff argued he was discriminated against and wrongfully terminated because of a back injury despite performing his job successfully for nine months. He claimed the District failed to provide reasonable accommodations, placed him on a rehire list tantamount to termination, and did not engage in a good-faith interactive process. He also alleged Keenan provided false and misleading medical information, withheld required reports that would show he could work, and directed the District to ignore outside medical evidence. The plaintiff contended Keenan's conduct made it liable for aiding, abetting, and coercing the District's discrimination and termination and that Keenan was a joint employer responsible for the unlawful conduct. Finally, he alleged Keenan destroyed evidence to avoid accountability.	\$6,908,000	\$0	\$27,600,000	\$34,508,000
<i>Hugyetz v. Equinox Holdings Inc.</i>	11/18/2025	Los Angeles Superior Court	Hugyetz, a five-time world kickboxing champion and seven-time European kickboxing champion, built an exceptional record as a personal trainer at defendant Equinox Holdings, Inc., where he worked for five years with excellent performance and dedication. Hugyetz requested accommodations for a documented medical condition but was subsequently terminated. Hugyetz brought claims for failure to accommodate, failure to engage in the interactive process, discrimination, and retaliation.	\$772,000	\$7,528,000	\$24,000,000	\$32,300,000

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<i>Rael v. Sybron Dental Specialties, Inc.</i>	6/26/2018	Los Angeles Superior Court	The plaintiff was a materials buyer for a dental supply company who alleged age discrimination involving comments such as “you are outdated,” “we need younger workers here,” and “you are part of the old culture.”	\$5,282	\$3,084,511	\$28,000,000	\$31,089,793
<i>Valla v. Dignity Health</i>	6/26/2025	Los Angeles Superior Court	The plaintiff, a former chief nursing officer, alleged that she was constructively discharged after advocating for safety measures following a suicide on the hospital’s premises.	\$5,000,000	\$22,500,000	\$0	\$27,500,000
<i>Nickel v. Staples Contract & Commercial Inc.</i>	2/26/2014	Los Angeles Superior Court	Bobby Dean Nickel, a 64-year-old facilities manager employed since 2002 at Corporate Express (later acquired by Staples), alleged that after the takeover, supervisor Lionel Marrero engaged in age discrimination by firing older, higher-paid employees, replacing them with younger, cheaper workers, and instructing managers to scrutinize older staff. Nickel claimed Marrero increased his hours to push him to resign, systematically stripped his security duties, and eventually accused him of theft over a bell pepper taken from the building’s cafeteria, leading to a three-day suspension. The plaintiff contended he had no knowledge of the cafeteria’s petty cash thefts he was implicated in, and that the actions against him were part of a broader pattern of age-based cost-cutting by management.	\$863,416	\$2,399,372	\$22,843,912	\$26,106,700
<i>Steven Babyak v. Cardiovascular Systems Inc.</i>	4/25/2017	Los Angeles Superior Court	The plaintiff alleged that he experienced whistleblower retaliation and wrongful termination after he was terminated following his alleged reports to upper management of what he believed was unlawful activity. Specifically, in addition to termination, the plaintiff alleged that his quota was increased and his territories altered.	\$2,742,120	\$0	\$22,400,000	\$25,142,120
<i>Callahan v. Marriott Marquis Hotel</i>	9/19/2023	San Francisco Superior Court	The plaintiff suffered a spinal injury in 2014 and alleged that the hotel met his requests for accommodation with reluctance. When Callahan made suggestions for improvements, management responded with disinterest, he alleged. In 2019, Callahan’s physician told him that Marriott’s failure to accommodate him was physically harmful to him and that he could no longer work at Marriott.	\$0	\$5,000,000	\$15,000,000	\$20,000,000
<i>Williams v. Wyndham Vacation Ownership</i>	11/17/2016	San Francisco Superior Court	The plaintiff alleged that she was wrongfully terminated and retaliated against for reporting allegedly unlawful sales tactics to elderly customers.	\$129,900.60	\$1,300,000	\$18,570,099.16	\$20,000,000
<i>Tilkey v. Allstate Insurance Co.</i>	5/3/2018	San Diego Superior Court	The plaintiff was a former field sales leader who alleged he was wrongfully terminated based on his arrest record for domestic violence and then defamed. Although the plaintiff was not convicted of the charges, the company investigated the matter, concluded that the plaintiff violated its policy against physical harm or violence, and terminated his employment. The plaintiff claimed Allstate impermissibly considered his arrest record when deciding to terminate his employment and that he	\$0	\$2,663,137	\$15,978,822	\$18,641,959

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			was forced to defame himself when telling prospective employers about the reason he was terminated.				
<i>Pearl v. City of Los Angeles</i>	6/14/2017	Los Angeles Superior Court	The plaintiff was a wastewater collection supervisor for the City’s Bureau of Sanitation who alleged he had been harassed, discriminated against, and retaliated against because he had taken part in “protected activities” and because he had filed a complaint with the DFEH (now CRD). Although his employment was terminated by the Bureau, he successfully appealed the termination and was reinstated. After he was reinstated, he claimed he was the subject of slurs and insults. He allegedly was so distraught that he collapsed at work, went to the hospital, and never returned to the job.	\$15,000,000	\$2,400,000	\$0	\$17,400,000
<i>Gareth Forde v. Regents of the University of California</i>	10/6/2022	Orange County Superior Court	The plaintiff alleged retaliation based on complaints made to his superiors and discrimination on the basis of race and gender. The plaintiff’s allegations included that other doctors made sexually explicit comments at work and over text messages. The plaintiff also alleged that his work was reported to a fellowship academic body, which resulted in him having to work without receiving pay or academic credit, unlike his non-Black colleagues.	\$8,500,000	\$0	\$8,500,000	\$17,000,000
<i>Fischgrund v. CDCR</i>	10/31/2025	Sacramento County Superior Court	Dr. Beth Fischgrund, a clinical psychologist at Salinas Valley State Prison, faced a credible death threat from inmate Juan Negrete in July 2019, but the prison failed to follow its own policies for staff protection - returning Negrete to her yard without a staff separation alert or threat assessment. When Fischgrund repeatedly raised safety concerns, leadership gave her an ultimatum to either work around the threatening inmate or leave, and after she emailed her treatment team about the situation, CDCR terminated her contract within an hour, banned her from the prison, and placed her on a statewide “do not rehire” list. The Warden then allegedly spread false claims about her conduct, and experts testified at trial that the blacklisting and defamation destroyed her institutional career, causing severe depression, anxiety, and PTSD.	\$13,883,723	\$0	\$3,000,000	\$16,883,723
<i>Moland v. McWane, Inc.</i>	6/30/2017	Los Angeles Superior Court	The plaintiff was an insurance salesman who alleged wrongful termination and defamation. The plaintiff alleged he was frequently called racial slurs, a coworker tried to run him over with a golf cart, and he was discriminated against after the company failed to address his complaints of racism.	\$373,514	\$2,500,000	\$13,800,000	\$16,673,514
<i>Santos-Vidal v. Hongye L.L.C.</i>	8/17/2017	Los Angeles Superior Court	The plaintiff was a maintenance crew and laundry worker who alleged sex discrimination, harassment, and retaliation. She alleged a male employee watched the female employees shower after their shifts and inappropriately touched her, among other things.	\$44,413	\$15,500,000	\$0	\$15,544,413

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<i>Ramirez v. Jack in the Box, Inc.</i>	4/17/2019	Los Angeles Superior Court	The plaintiff was a Jack in the Box employee who alleged disability and age discrimination (based on comments like “grandma”) and retaliation for reporting a sexually inappropriate work environment.	\$392,801	\$5,000,000	\$10,000,000	\$15,392,801
<i>Astorga v. Snap-On Logistics Co.</i>	8/30/2017	Los Angeles Superior Court	The plaintiff alleged that he experienced disability discrimination and defamation after he was demoted during one of his leaves of absence due to work-related injuries and, later, fired putatively for cause. The plaintiff also alleged that he later found out that the defendant had investigated him for allegedly accepting money from contractors.	\$350,000	\$4,650,000	\$10,000,000	\$15,000,000
<i>Sosa v. Comerica Bank</i>	11/16/2023	Los Angeles Superior Court	In 2017, Berta Sosa, a 69-year-old branch manager at Comerica Bank, was fired after taking medical leave to care for her ill husband. She sued Comerica for wrongful termination, gender discrimination, and retaliation, arguing her firing was based on false allegations of workplace violence pushed by her supervisor and higher-ups. The jury found she was discriminated against and retaliated against, awarding her \$14,169,000 in damages, including lost earnings and pain and suffering. The verdict was unanimous after 5.5 hours of deliberation.	\$1,169,000	\$13,000,000	\$0	\$14,169,000
<i>Benson v. Service Corp. International</i>	11/19/2025	Alameda County Superior Court	DaRon Benson, an African American man who worked 17 years as a Removal Technician for Service Corporation International and its affiliates, reported race-based harassment and retaliation by his Caucasian supervisor Yuri Sikkema, who had used racially charged language and threats. After Benson returned from medical leave in September 2021 and filed multiple workplace complaints, Sikkema launched a secret investigation into alleged timecard fraud to build a case for termination, and the company fired Benson just 29 days after his return and 4 days after his third complaint to HR. Benson claimed at trial that his employers knew about Sikkema’s bias, failed to protect him, and used the fabricated fraud allegations to end his career without ever investigating his discrimination complaints, while the defendants maintained the termination was for legitimate, non-discriminatory reasons.	\$155,263	\$2,500,000	\$11,000,000	\$13,655,263
<i>Glick v. City of Los Angeles</i>	7/12/2023	Los Angeles Superior Court	The plaintiffs were two male police officers, who brought claims they were treated differently than similarly situated female police officers after an incident with a suspect. They then alleged they were retaliated against because they complained about this incident.	\$0	\$0	\$13,251,358	\$13,251,358
<i>Pinter-Brown v. Regents of the University of California</i>	2/15/2018	Los Angeles Superior Court	The plaintiff was a professor who alleged gender/age discrimination and age harassment. Plaintiff was allegedly subjected to various audits and was called a “diva” and “angry woman” after making a formal complaint about harassment.	\$3,011,671	\$10,000,000	\$0	\$13,011,671

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<i>Sauvao v. City of Los Angeles</i>	3/28/2024	Los Angeles Superior Court	Plaintiff Mark Sauvao, a longtime LAPD officer, alleged he was transferred from the K-9 bomb detection unit to the bomb squad in retaliation for reporting supervisor misconduct and harassment based on his Samoan ancestry. He claimed the new assignment was less prestigious and offered fewer overtime opportunities and that his supervisors even initiated an internal affairs investigation against him because of his ancestry. Sauvao argued this treatment damaged his reputation, humiliated him, and forced him into early retirement. The plaintiff contended the LAPD engaged in racial discrimination, retaliation, and whistleblower retaliation, while the defendant denied all wrongdoing and argued Sauvao retired voluntarily. A jury awarded Sauvao \$11.56 million, including \$10.5 million for emotional distress.	\$0	\$10,500,000	\$1,060,000	\$11,560,000
<i>Roque v. Octapharma Plasma, Inc.</i>	9/9/2024	San Diego Superior Court	The plaintiff alleged that OPI failed to accommodate her disability by failing to provide her with a chair, when the screening job (or at least significant parts of it) could have been done while seated. The plaintiff alleged that the three days of standing work took her underlying asymptomatic degenerative disc disease in her back and made it symptomatic, requiring medical care and continued physical pain and suffering. The plaintiff also alleged that the termination of her employment based on the pretext of resignation was based on her age.	\$0	\$1,155,000	\$10,050,000	\$11,205,000
<i>Armstrong v. Life Care Centers of America, Inc.</i>	12/15/2023	Riverside Superior Court	The plaintiff worked at a skill nursing facility operated by Life Care Centers of America for 21 years as an admissions director. She was terminated in 2018. The plaintiff's father required care in her facility after an injury, and the plaintiff reported that her father was not properly taken care of at the facility. Soon after the father's admission, he died of sepsis, and a hospital doctor allegedly told the plaintiff that the facility's neglect led to the death. The plaintiff's family sued the facility — Plaintiff was later suspended by LCCA on suspicion of stealing confidential documents. Later, the LCCA terminated the plaintiff. The plaintiff sued for wrongful termination and whistleblower retaliation. She alleged that after the termination she suffered from stress, anxiety, and other mental disorders.	\$183,000	\$500,000	\$10,500,000	\$11,183,000
<i>Jones v. David</i>	4/26/2019	Los Angeles Superior Court	The plaintiff was an account executive who alleged a hostile work environment and sexual harassment. She alleged the defendant hired a stripper for an office birthday party, inappropriately touched her in the office, and placed electric shock collars on employees' necks, among other things.	\$490,000	\$2,500,000	\$8,000,000	\$11,091,300
<i>Meadowcraft v. Silverton Partners Inc.</i>	9/11/2018	Los Angeles Superior Court	The plaintiffs were a tasting room supervisor and a bartender at a winery who alleged a hostile work environment and sexual harassment. Both plaintiffs alleged their general manager inappropriately touched them and made sexually inappropriate comments based on their appearances.	\$0	\$2,500,000 (each)	\$3,000,000 (each)	\$11,000,000

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<i>Vince v. City of Los Angeles</i>	3/17/2023	Los Angeles Superior Court	The plaintiff was a lieutenant whose husband was also a police lieutenant and was previously found to have been retaliated against. Vince alleged that she was retaliated against because of her husband's lawsuit.	\$1,100,000	\$0	\$9,000,000	\$10,100,000
<i>Cummins v. The City of National City</i>	3/27/2025	San Diego Superior Court	The plaintiff was an openly gay woman who had a successful career as a police officer in St. Louis Missouri for eight years before moving to San Diego and getting hired by the National City Police Department. The plaintiff began witnessing harassing and discriminatory conduct toward other female officers in her presence. Male officers would call them discriminatory names. Male officers would also ask her about her sex life as a gay woman. The plaintiff complained to the police department. The plaintiff alleged she was ostracized by the male police officers on her team. Eventually, the workplace allegedly became so intolerable for her that, in April 2022, she resigned.	\$1,563,871	\$0	\$8,436,029	\$10,000,000
<i>Tahara v. County of Sutter</i>	11/12/2021	Sutter County Superior Court	The plaintiff was a deputy sheriff and correctional officer alleging she was sexually harassed by her supervisor (unwanted touching, threats of sexual assault, etc.) and terminated after reporting the harassment to her sergeant.	\$2,476,488	\$7,500,000	\$0	\$9,976,488
<i>McCray v. WestRock Services LLC</i>	8/24/2023	C.D. Cal.	The plaintiff alleged he was wrongfully terminated during a medical leave of absence, after he submitted a return-to-work request that included a request to accommodate his mental disability. When he returned from his absence, he was terminated, rather than reinstated. He sued for disability discrimination and wrongful termination.	\$4,010,000	\$0	\$5,450,000	\$9,461,000
<i>Buron v. Occupational Health Centers of California</i>	12/20/2023	Ventura County Superior Court	The plaintiff was a 71-year-old occupational therapist working for defendant Occupational Health Centers of California. She took a CFRA-protected leave of absence to care for her son. The plaintiff alleged that when she returned, defendant-employer had already decided to terminate her (she was terminated one month after her return), relegated her to menial tasks, and replaced her with a younger therapist. The plaintiff alleged defendants interfered with her right to take protected CFRA leave, discriminated against her based on her association with a disabled person, discriminated based on her age, and retaliated against her for opposing the unlawful termination.	\$0	\$1,560,000	\$7,810,000	\$9,372,000
<i>Leggins v. Rite Aid Corp.</i>	6/17/2025	Los Angeles Superior Court	Robert Leggins, a 53-year-old African American store manager who had worked at Rite Aid since 1985, suffered a spinal injury in 2007 while stopping a robbery and subsequently faced hostility from supervisors when he requested accommodations and a transfer to a lower-volume store. His supervisor Gauger responded to his health-related limitations by assigning him more tasks, accusing him of slacking and insubordination, and making derogatory statements about African Americans, while management ignored his complaints. Leggins was ultimately fired and brought claims under	\$1,269,128	\$2,500,000	\$5,000,000	\$8,769,128

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			FEHA for discrimination and harassment based on race, age, and disability, as well as wrongful termination, retaliation, breach of contract, and intentional infliction of emotional distress.				
<i>Crary v. Regents of the University of California</i>	6/13/2025	Orange County Superior Court	The plaintiff worked in the neuroscience lab of the individual defendant at the UC Irvine Campus. The individual defendant agreed to mentor the plaintiff, disclosed his marital problems to the plaintiff, and used his supervisory role to pursue a personal and romantic relationship: sending daily late-night texts, demanding intrusive personal details, scheduling walks and meetings during work hours, and monitoring the plaintiff's Instagram. The plaintiff became suicidal and resigned.	\$0	\$0	\$8,685,192	\$8,685,192
<i>Dooros v. City of Los Angeles</i>	5/21/2019	Los Angeles Superior Court	The plaintiffs alleged that they were retaliated against after they complained that a supervisor was sexually harassing one of them. Specifically, the plaintiffs alleged that they were denied support and protection during dangerous felony searches.	\$1,632,742	\$7,000,000	\$0	\$8,632,742
<i>Torres v. B.E. Aerospace, Inc.</i>	6/2/2016	Los Angeles Superior Court	The plaintiff was an engineer who alleged age and gender discrimination. The plaintiff worked for defendant for 24 years before being, allegedly, pretextually terminated after she claimed her supervisor began showing preference for a 25-year-old male employee and began a pattern of demeaning and ridiculing her in front of colleagues.	\$75,000	\$1,441,000	\$7,000,000	\$8,516,000
<i>Daniel v. Tesoro Refining and Marketing Co.</i>	6/21/2012	Los Angeles Superior Court	Daniel began working at the refinery in Wilmington in 1989. She was working as a shift supervisor for the prior owner of the refinery when she hurt her knee in 2005 and was moved to a desk position. Following Tesoro's acquisition of the refinery in May 2007, Daniel's job duties were changed and she was placed on a paid leave of absence after a medical review concluded she could not perform the new job duties. After 22 months on disability leave, Daniel was terminated. She sued Tesoro, claiming that they should have given her the original job or another that would accommodate her disability.	Unavailable	Unavailable	Unavailable	\$8,500,000
<i>Mitchell v. SEIU Local 721</i>	11/27/2017	Los Angeles Superior Court	The plaintiff alleged that he experienced disability discrimination, retaliation, and wrongful termination after taking leave from work following post-surgery complications. Upon his return, the plaintiff allegedly learned that a new supervisor was handling his duties, he did not receive a bonus, and the company ultimately terminated him.	\$861,391	\$1,500,000	\$6,100,000	\$8,461,391
<i>Bertone v. County of Los Angeles</i>	12/17/2021	Los Angeles Superior Court	Denise Bertone, a pediatric coroner investigator for Los Angeles County, claimed she was retaliated against after disputing that a child's death was natural and alleging that organ procurement practices interfered with investigations. She argued that the then-Chief Medical Examiner stripped her of her pediatric role in retaliation. After medical leave, Bertone repeatedly requested reinstatement but was	\$422,373	\$0	\$8,000,000	\$8,422,373

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			denied, and she later faced complaints from coworkers and claimed targeted efforts to terminate her. She reported experiencing severe anxiety and health issues, ultimately retiring in January 2018, saying she was ostracized and constructively terminated.				
<i>Byer v. City of La Palma</i>	12/9/2025	Orange County Superior Court	Ross Byer was a police officer at the La Palma Police Department. Byer alleged he was targeted by his Korean sergeant, Won Koh, after being reassigned to him late in 2022. Despite reporting the discriminatory treatment to his captain and later to HR during his exit interview, the city took no action, and Koh escalated with punitive assignments and a negative evaluation. This led to Byer's resignation in June 2023.	\$0	\$0	\$8,400,000	\$8,400,000
<i>Rodriguez v. County of Los Angeles Sheriff's Department</i>	10/4/2019	Los Angeles Superior Court	The plaintiff, a Sheriff's Deputy, alleged that he was harassed and retaliated against for reporting unlawful acts. Specifically, the plaintiff alleged that he was subjected to a fitness-for-duty evaluation recommendation, three Internal Affairs investigations, and forged documents.	\$1,615,000	\$6,500,000	\$0	\$8,115,000
<i>Wadler v. Bio-Rad Laboratories Inc.</i>	2/13/2017	N.D. Cal.	The plaintiff alleged that he was wrongfully terminated and retaliated against after investigating alleged corruption in his employer's China dealings.	\$2,960,000	\$0	\$5,000,000	\$7,960,000
<i>Ortiz v. Chipotle Mexican Grill, Inc.</i>	5/10/2018	Fresno County Superior Court	The plaintiff was a general manager at a Chipotle Mexican Grill restaurant who alleged wrongful termination and retaliation. The plaintiff was on track to receive a promotion when she filed a workers' compensation claim related to her wrists. After denying her supervisor's request to minimize the injury to her doctors so she could return soon, she was terminated five days before taking leave.	\$1,924,289	\$6,050,000	\$0	\$7,974,539
<i>Juarez v. Radio Shack Corp.</i>	10/8/2013	Los Angeles Superior Court	Jose Juarez sued for wrongful termination, claiming he was fired after reporting a new "wireless expert" employee for poor customer service, unethical behavior, and possible illegal transactions. Juarez alleged that during the investigation into his complaints, Radio Shack instead questioned him about a discount he had given a customer and other minor incidents, then terminated him in retaliation for his disclosures.	Unavailable	Unavailable	Unavailable	\$7,383,100
<i>Evans v. POST</i>	5/13/2025	E.D. Call.	Tamara Evans worked as a consultant for California's POST from 2004 to 2013 and discovered what she believed were fraudulent vendor invoices in 2010, which she reported to supervisors and outside agencies. After reporting the discrepancies, she alleged her supervisors retaliated by reassigning her duties, giving her lower performance ratings, treating her with hostility, and ultimately placing her on administrative leave after a disputed investigation. POST terminated Evans in March 2013, citing a rental car confrontation and allegedly fraudulent travel expense claims - charges Evans denied. At	\$2,251,373	\$3,400,000	\$2,000,000	\$7,651,373

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			trial, the former Executive Director who approved the termination provided testimony that undermined key aspects of POST's investigation and rationale, including conceding that the process was flawed and that certain evidence was improperly relied upon.				
<i>Garcia et al v. Gresham Apartments Investors</i>	8/5/2021	Los Angeles Superior Court	The plaintiffs were two former live-in apartment managers who sued a building owner and property management company for: (1) violation of the employment provisions of the Fair Employment and Housing Act based upon a physical disability; (2) violation of FEHA - housing discrimination; and (3) wrongful termination. The plaintiffs alleged they had been wrongfully terminated shortly after Garcia was diagnosed with thyroid cancer and requested accommodations and time off from work.	\$133,650	\$2,250,000	\$5,250,000	\$7,633,650
<i>Martinez v. Pharmavite LLC</i>	4/4/2023	Los Angeles Superior Court	The plaintiff was a lead in Pharmavite's packaging department. The plaintiff became disabled and received work restrictions from her doctor. The plaintiff alleged disability discrimination, failure to provide reasonable accommodation, failure to engage in good faith in the interactive process, retaliation, and wrongful termination. The jury found in favor of the plaintiff for failure to engage in the interactive process and failure to reasonably accommodate.	\$345,000	\$7,100,000	\$0	\$7,445,000
<i>Harper v. Regents of University of California</i>	2/27/2024	Alameda County Superior Court	The plaintiff was a lieutenant for the UC Santa Cruz Police Department and the only African American in his department. After he reported alleged misconduct by his white supervisor, he was terminated following an investigation. The plaintiff contended he was terminated because the investigation was biased and had racist and discriminatory intent.	\$5,200,000	\$0	\$2,000,000	\$7,200,000
<i>Simers v. Los Angeles Times</i>	11/4/2015	Los Angeles Superior Court	The plaintiff was a former <i>Los Angeles Times</i> sports columnist who alleged age and disability discrimination. After the plaintiff worked long hours, defendant told him to "go easy" or "take it easy" in an alleged attempt to force out the plaintiff.	\$2,137,391	\$7,137,391	\$0	\$7,137,391
<i>Hadsell v. City of Baldwin Park</i>	3/26/2019	Los Angeles Superior Court	The plaintiff was Baldwin Park's first female Chief of Police, who alleged she was harassed based on her gender and ethnicity. Plaintiff alleged a city council member and police sergeant colluded to undermine her performance and that the sergeant created a hostile work environment.	\$1,020,000	\$6,000,000	\$0	\$7,020,000
<i>James et al v. Sacramento Public Utilities District</i>	11/7/2024	Sacramento County Superior Court	The plaintiffs experienced race-related discrimination in their employment with the District, allegedly being passed over for promotions despite being better qualified candidates. The plaintiffs scored higher than white applicants in their interviews and were not selected. The plaintiffs contended that the process was manipulated.	\$2,750,000	\$2,750,000	\$725,282	\$6,225,282

EXTRA-LARGE CALIFORNIA JURY VERDICTS IN EMPLOYMENT CASES

Case Name	Date	Court	Summary of Claims	Compensatory Damages		Punitive Damages	Total Verdict Amount
				Lost Wages	Emotional Distress		
<i>Yosifi v. Regents of University of California</i>	12/5/2023	Los Angeles Superior Court	The plaintiff worked for UCLA as a manager of several on-campus restaurants. He alleged that he was overworked because of his job and subsequently suffered injuries on the job for which he needed accommodations. Then, allegedly, his request for accommodation was denied, and his injury became a permanent disability. While on medical leave, the plaintiff was terminated from his position for what UCLA claimed was “inventory fraud.” The plaintiff claimed this was a pretext for UCLA terminating him because of his disability.	\$1,131,204	\$5,000,000	\$0	\$6,131,204
<i>Lochhead et al v. Regents of University of California</i>	6/27/2024	Riverside County Superior Court	The plaintiffs reported their Dept. Chair was misappropriating state funds. The plaintiffs reported conflicts of interest with their Dept. Chair and the pharma companies he worked with. The plaintiffs alleged retaliation, including job demotions, removal from leadership positions, exclusion from essential meetings and committees, unwarranted scrutiny, salary reduction, and the withholding of promised productivity bonuses.	\$4,727,132	\$400,000	\$1,127,132	\$6,127,132
<i>Martinez v. Rite Aid Corp.</i>	3/27/2018	Los Angeles Superior Court	The plaintiff was a pharmacy technician who alleged she was wrongfully terminated, harassed, and discriminated against. In 2004, after returning to work following medical leave, Rite Aid transferred plaintiff to four different stores over a 2-1/2-year period. In 2007, the plaintiff filed an administrative charge with the EEOC alleging workplace discrimination and harassment. Specifically, she alleged that her direct supervisor had directed derogatory remarks toward her, calling her “crazy,” “psycho,” and “too old,” and threatened that he would “take care of her.” The plaintiff also sent a letter to Rite Aid’s CEO detailing the alleged workplace discrimination and harassment. Four days later, the plaintiff was suspended by the company and then terminated shortly thereafter for her alleged poor work performance and attitude.	\$1,038,258	\$4,974,000	\$0	\$6,012,258
<i>Rogers v. Cal. State Board of Trustees</i>	10/15/2025	Los Angeles Superior Court	Dr. Anissa Rogers, a former CSU San Bernardino Associate Dean, claimed that CSU Dean Jake Zhu harassed and discriminated against female employees on account of their gender. She further alleged that, instead of responding to reports of harassment, CSU took no action against Zhu and instead constructively fired Dr. Rogers from her Associate Dean position.	\$0	\$6,000,000	\$0	\$6,000,000
<i>Ramirez v. World Oil Corp.</i>	4/22/2022	Los Angeles Superior Court	After sustaining injuries in 2016, the plaintiff was given work restrictions but continued to experience pain and eventually had surgery in 2018, followed by medical leave. Although cleared to return to work with restrictions, World Oil kept her on extended leave instead of reinstating her, leading to her resignation in 2020. She contended that this amounted to wrongful termination based on her disability and failure to engage in the interactive process.	\$300,000	\$2,600,000	\$3,000,000	\$5,900,000

EXTRA-LARGE CALIFORNIA JURY VERDICTS IN EMPLOYMENT CASES

Case Name	Date	Court	Summary of Claims	Compensatory Damages		Punitive Damages	Total Verdict Amount
				Lost Wages	Emotional Distress		
<i>Galvan v. UPS, Inc.</i>	3/6/2023	Los Angeles Superior Court	The plaintiff was 30-year truck driver for UPS who alleged whistleblower retaliation after making health and safety complaints.	\$950,000	\$0	\$4,500,000	\$5,450,000
<i>Colucci v. T-Mobile USA, Inc.</i>	8/30/2017	San Bernardino Superior Court	The plaintiff was a store manager who alleged discrimination based on an anxiety-related disability (agoraphobia). The plaintiff was informed he was being transferred from a traditional retail location to a kiosk location in a crowded mall. He was not ultimately transferred but was subjected to months of alleged bias and pretextual termination.	\$320,042	\$700,000	\$4,000,000	\$5,020,042
<i>Green v. City of South Pasadena</i>	10/5/2017	Los Angeles Superior Court	The plaintiff was a police officer who alleged discrimination based on his disabilities of dyslexia and ADHD. The plaintiff alleged the City never attempted to accommodate his disabilities, and that officials “openly discussed” and “expressed disdain” for his disabilities.	\$772,000	\$4,000,000	\$0	\$4,772,000
<i>Hill v. Asian American Drug Abuse Program Inc.</i>	1/2/2018	Los Angeles Superior Court	Hill filed a suit against her former employer, the Asian American Drug Abuse Program, in relation to the termination of her employment. Plaintiff claimed she was terminated while she was on protected medical leave for a broken arm. Plaintiff was also diagnosed with depression.	Unavailable	Unavailable	Unavailable	\$4,572,835
<i>Briley v. City of West Covina</i>	10/31/2018	Los Angeles Superior Court	The plaintiff was a deputy fire marshal for the City of West Covina who alleged he was retaliated against after he was terminated. The plaintiff claimed he was fired for making complaints over the course of two years about some properties owned by the City that were allegedly violating California fire codes.	\$503,000	\$3,500,000	\$0	\$4,003,000