



LIEBERT CASSIDY WHITMORE

LEAGUE OF CALIFORNIA CITIES ANNUAL CONFERENCE

Labor and Employment Litigation Update

10/9/2025

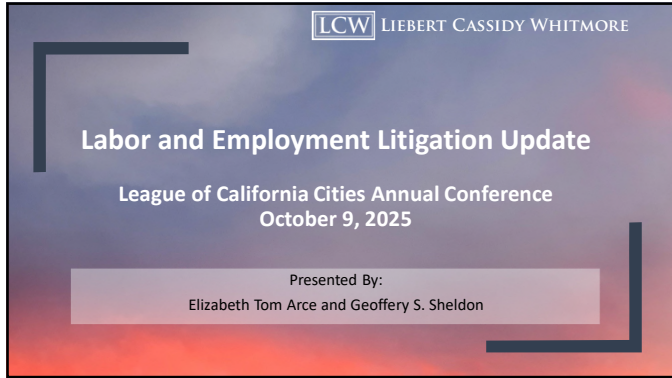
PRESENTED BY:

Elizabeth Tom Arce and Geoffrey S.
Sheldon

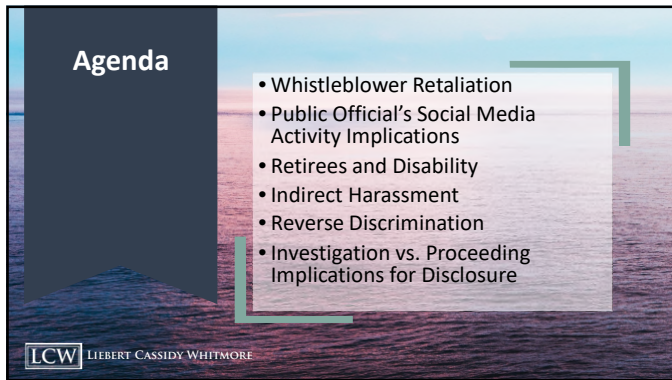
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1



2



3

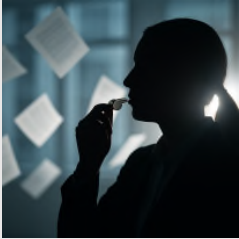
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Out of Luck Whistleblowers

- An employee's action is not successful if the defendant employer has established the same-decision defense and the plaintiff obtains no relief
 - *Lampkin v. County of Los Angeles* (2025) 112 Cal.App. 5th 920



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4

When Is An Investigation "Active"?



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5

When Is An Investigation "Active"?

- A pending trial ≠ "active investigation" for purposes of CPRA disclosure
 - *Sacramento Television Stations Inc. v. Superior Court* (2025) 111 Cal.App.5th 984



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6

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Block with Caution



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7

Block With Caution

- Public official's activity on personal social media accounts like Twitter and Facebook can create liability as state action under 42 U.S.C. §1983
 - Garnier v. O'Connor-Ratcliff* (9th Cir. 2025) 136 F.4th 1181



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8

Wrong Door



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9

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Wrong Door

- Retirees are not entitled to sue for disability discrimination under the ADA.
 - *Stanley v. City of Sanford* (2025) 606 U.S. __ (145 S. Ct. 2058)



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10

If You Know, You Know



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11

If You Know, You Know

- A female police officer can show sexual harassment even if she has no direct interaction with her harassers.
 - *Carranza v. City of Los Angeles* (2025) 111 Cal.App.5th 388



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12

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The Shoe Is On The Other Foot

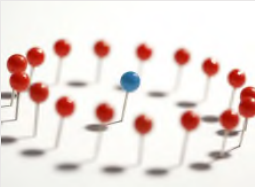


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13

The Shoe is on the Other Foot

- Employee replaced by a white male combined with the employer's weak investigation raised inference of discrimination under Title VII.
 - Lui v Dejoy* (9th Cir. 2025) 129 F.4th 770



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14

The Shoe is on the Other Foot

- A plaintiff in a "reverse discrimination" case has the same evidentiary burden as a plaintiff in a minority group.
 - Ames v. Ohio Department of Youth Services* (2025) 605 U.S. 303, [145 S.Ct. 1540]



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15

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Thank You!

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16