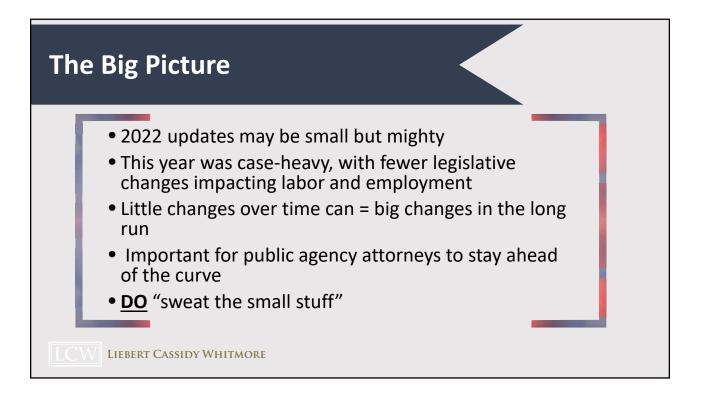
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Cases		
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Retaliation – Vatalaro

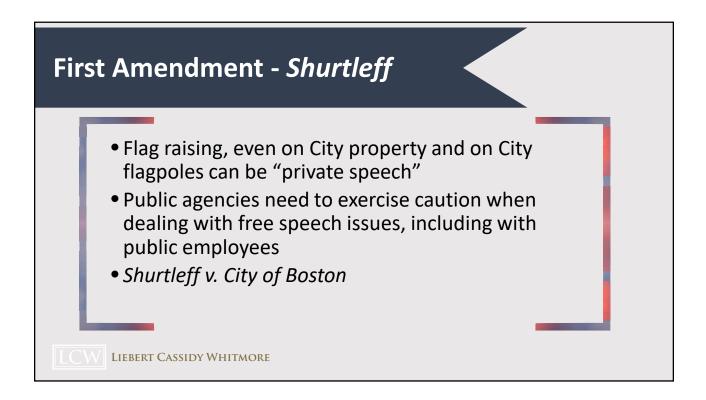
- Plaintiff has the initial burden to establish "by a preponderance of the evidence that an activity proscribed by section 1102.5 was a contributing factor in the alleged prohibited action against the employee."
- If plaintiff meets this initial burden, the burden then shifts to the defendant to show by "clear and convincing evidence, that it would have taken the action in question for legitimate, independent reasons even had the plaintiff not engaged in the protected activity."
- Vatalaro v. County of Sacramento

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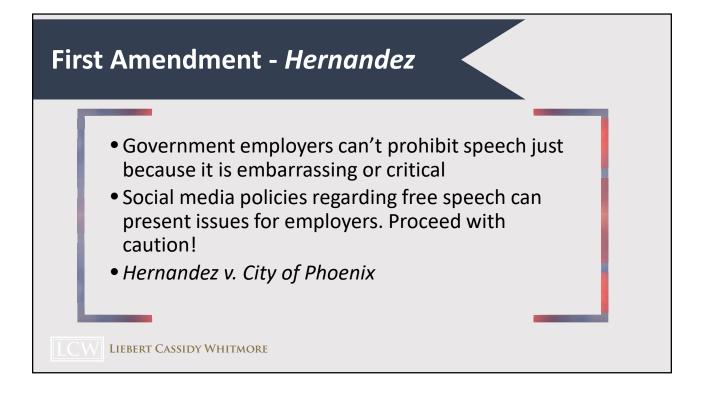
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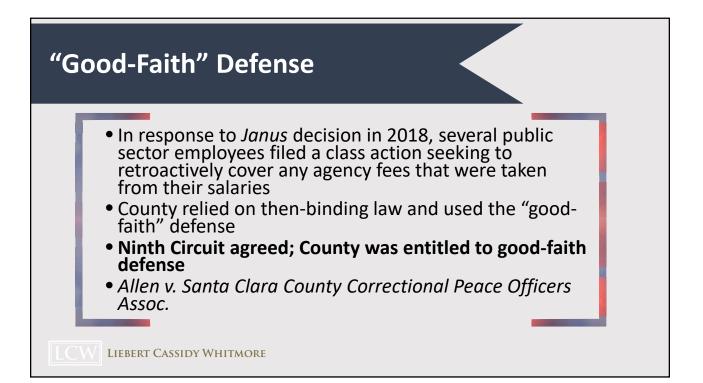




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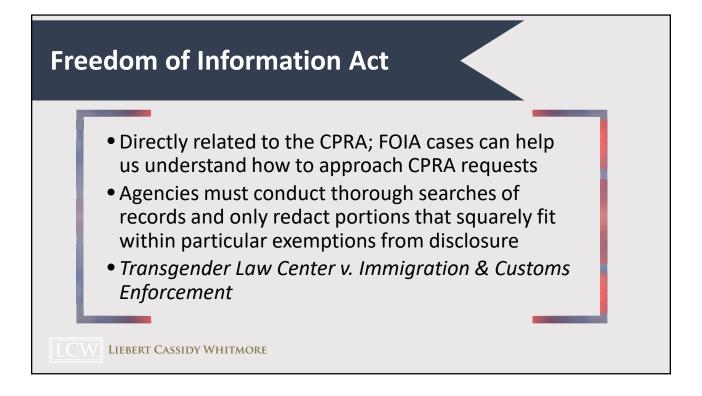
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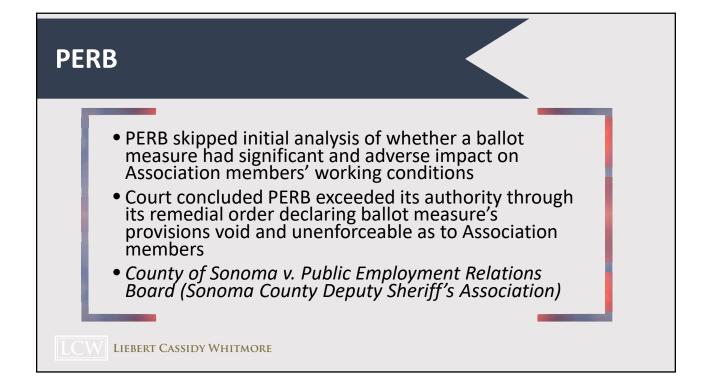






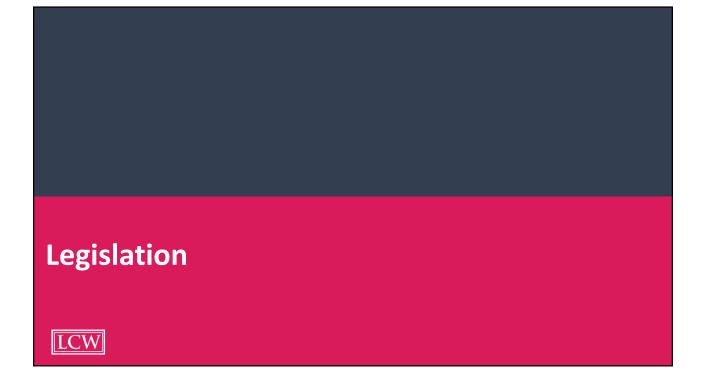
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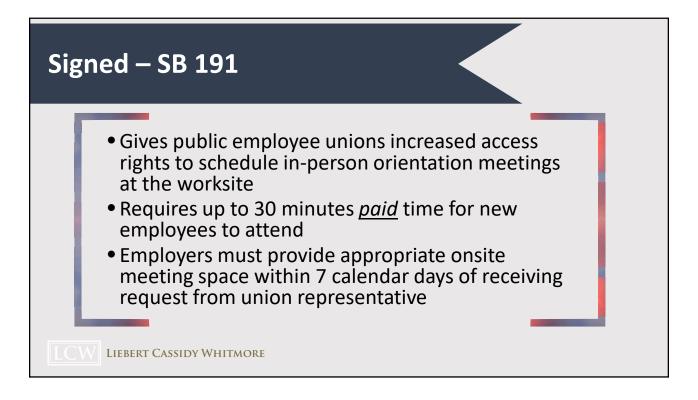






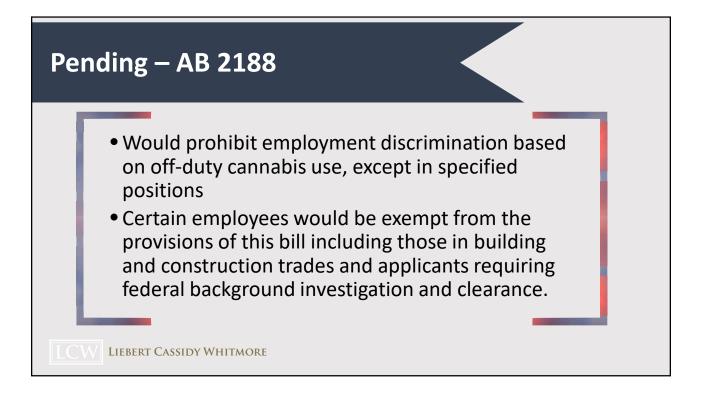
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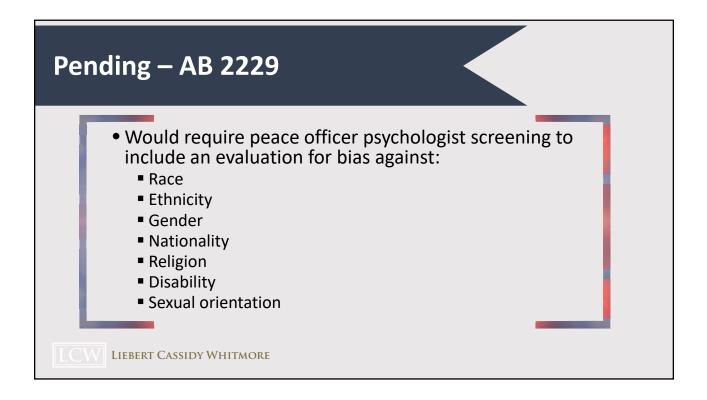






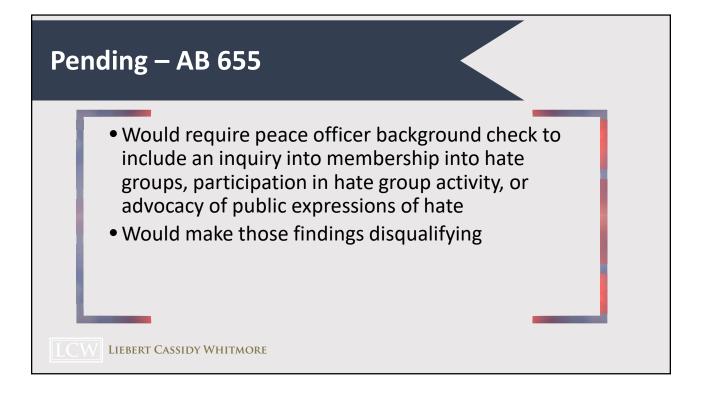
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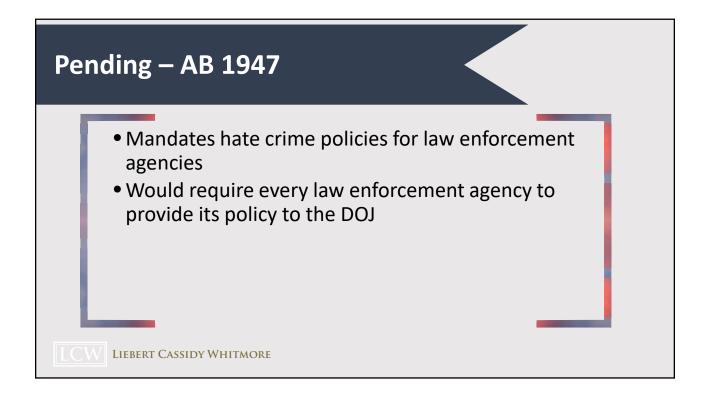






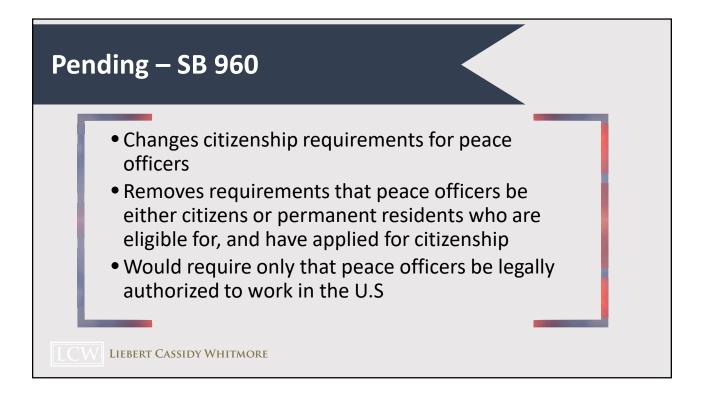
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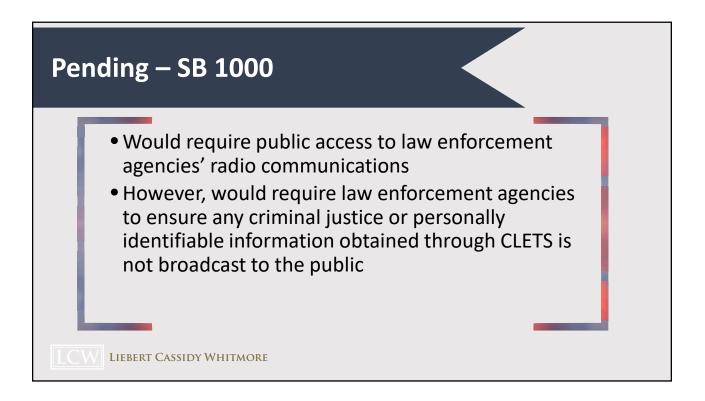






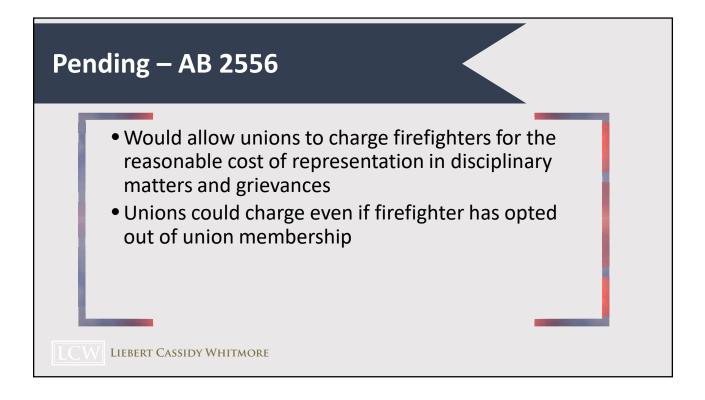
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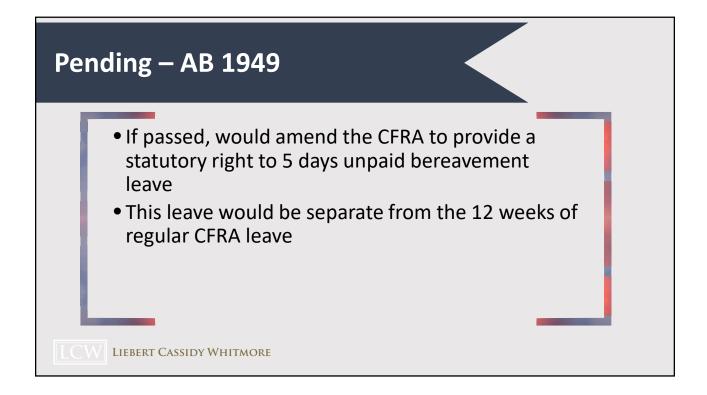




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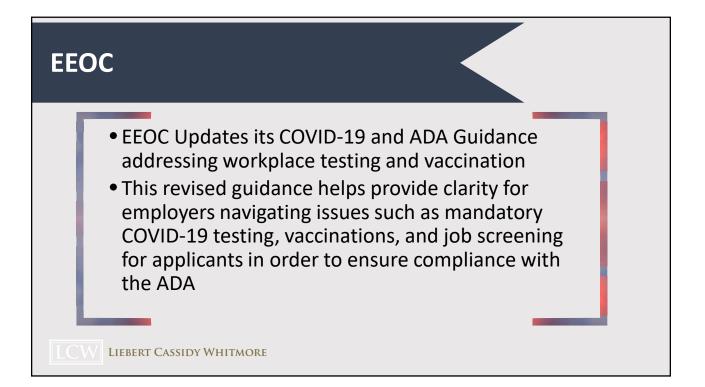




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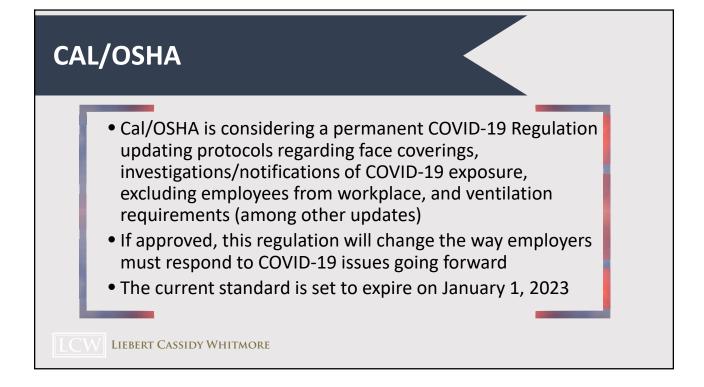


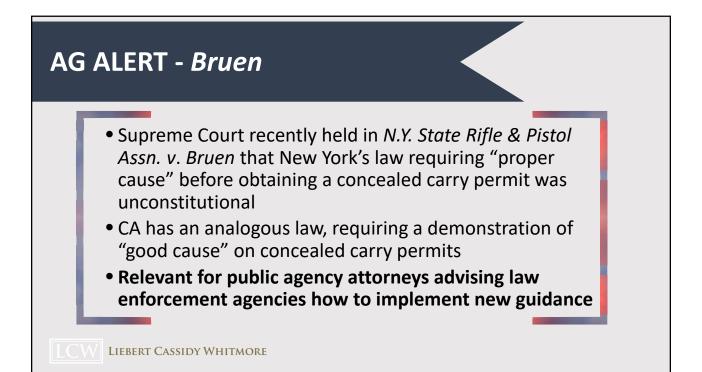
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Thank You!				
Geoffrey S. Sheldon	Elizabeth Tom Arce			
Partner Los Angeles Office	Partner Los Angeles Office			
310.981.2000	310.981.2000			
gsheldon@lcwlegal.com	earce@lcwlegal.com			

