



Legal and Claims Committee

Recap of Recent Completed Employment Cases

Item 7a

September 9, 2025

Update on Pending and Recently Resolved Employment Litigation and Claims

Subject

Recap of Recent Completed Employment Cases

Purpose

Update the Committee

Pending Employment Matters

Current Pending Employment Matters

- Litigation
 - 11 pending cases in litigation
 - Dispositive motions granted in 3 cases in the last 3 months
- Public Employment Relations Board (PERB)
 - 10 active cases

Pending Employment Matters

Current Pending Employment Matters cont'd.

- Hearing Officer Appeals
 - 12 open matters
- Pre-litigation claims
 - 3 open matters
- Negotiations
 - Multiple re-openers in MOU negotiations

Litigation Activity from 2021-2025

Recent Litigation Activity

2021: 4 Pre-litigation Demands

- 2 settled
- 2 filed lawsuits in 2025

2022: 2 lawsuits filed

- Both settled

Litigation Activity from 2021-2025

Litigation Activity cont'd.

2023: 7 lawsuits filed

- 4 motions for summary judgment granted
 - 1 appeal filed
 - 1 appeal waived
 - 2 still have time to appeal

3 cases pending

Litigation Activity from 2021-2025

Litigation Activity cont'd.

2024: 2 Civil Rights Department complaints filed

- Both settled

1 Pre-litigation demand

- Settled

2 lawsuits filed

- Both pending

1 Claim

- Pending

Litigation Activity from 2021-2025

Litigation Activity cont'd.

2025: 3 lawsuits filed (includes two from 2021 demands)

- All are pending

1 Pre-litigation demand

- Pending

1 Claim

- Pending

Recap of Recent Completed Employment Cases

Recent Matters Resolved: Reported in General Counsel's Public Monthly/Quarterly Reports, Dec. 2024-Sept. 2025

- Crawford v. Metropolitan – Summary judgment granted for Metropolitan, Aug. 2025
- Zarate v. Metropolitan – Summary judgment granted for Metropolitan, July 2025
- Lorentzen v. Metropolitan – Summary judgment granted for Metropolitan, June 2025; agreement to waive costs and appeal, Aug. 2025
- Tiegs v. Metropolitan – Summary judgment granted for Metropolitan, March 2025; appealed, July 2025
- Reese v. Metropolitan – Dismissal per resolution within the General Manager/General Counsel Administrative Code authority, Nov. 2024

Prior Employment Litigation

Resolution of Employment Litigation

- Last Employment Trial: 2016
 - All matters since resolved prior to trial by settlement or Summary Judgment Motion
- Last settlement requiring Board approval : 2009
 - All matters settled since within the authority of the GM/GC

Outside Counsel Costs

Cost to Resolve Cases Increasing

- Firm rates have increased
- Due to internal workload – increased reliance on outside counsel
- Cases more complex:
 - Multiple allegations – may span decades
 - More discovery/motion work

Next Steps

Actions to Reduce Outside Counsel Costs

- Request one additional attorney: allow more work to be completed in-house.
- RFP for additional employment firms
 - Broaden the pool of employment counsel
 - High quality/reasonable rates
- Review existing firms for cost efficiency

