Imagine showing up to work one day only to find out you've been let go without a valid reason. Wrongful termination can leave you feeling confused and powerless. It's not just about losing your job; it's about your rights as an employee being violated.In this article, we'll explore various examples of wrongful termination that highlight the complexities of employment law. From retaliatory dismissals to discrimination cases, understanding these scenarios can empower you in recognizing when your termination may have crossed a legal line. Are you aware of what constitutes wrongful termination? Knowing the signs is crucial for protecting yourself and seeking justice if needed. Let's dive into real-world examples that shed light on this important topic and help you navigate the often murky waters of workplace rights.Wrongful termination occurs when an employee is fired for illegal reasons. It's crucial to recognize that not all firings are wrongful, but certain scenarios violate employment laws. Knowing these situations helps you understand your rights.Wrongful termination refers to dismissals that breach labor laws or contractual agreements. It can occur in various contexts, including violations of federal or state laws. For example, if you're terminated due to race, gender, or disability discrimination, it constitutes wrongful termination under the Civil Rights Act.Several factors can lead to wrongful termination claims. Here are some common causes:Retaliation: If you're fired for reporting unsafe working conditions or harassment, this may be considered retaliation.Discrimination: Losing your job based on age, ethnicity, or religion signals discriminatory practices.Breach of Contract: If your employment contract specifies terms for dismissal and those terms aren't followed, it's wrongful termination.Public Policy Violations: Being let go for refusing to engage in illegal activities also falls under this category.Recognizing these causes empowers you to take action if you've experienced unfair treatment at work.Understanding the legal framework around wrongful termination is essential for employees. Various laws govern employment practices, providing protections against unfair dismissals.Several key employment laws relate to wrongful termination. These include:Title VII of the Civil Rights Act: Prohibits discrimination based on race, color, religion, sex, or national origin.Americans with Disabilities Act (ADA): Protects individuals from discrimination due to disabilities.Age Discrimination in Employment Act (ADEA): Prevents age-related discrimination against workers aged 40 and older.Family and Medical Leave Act (FMLA): Ensures job protection for employees who take leave for family or medical reasons.These laws provide a foundation for recognizing when a termination may be unlawful.Employees possess specific rights that safeguard them from wrongful termination. Key protections include:Right to Fair Treatment: Employees cannot be fired based on discriminatory factors like race or gender.Whistleblower Protection: Employees reporting illegal activities or safety violations enjoy protection from retaliation.Contractual Rights: If an employee has a contract stipulating terms of employment, firing contrary to those terms could constitute wrongful termination.Knowing these rights empowers you to seek justice if faced with unjust dismissal.Understanding the evidence necessary for wrongful termination claims is crucial. Gathering the right information strengthens your case and supports claims of unfair dismissal.Strong documentation forms the backbone of any wrongful termination claim. Keep records such as:Employment contracts: These outline agreed terms, including grounds for dismissal.Performance reviews: Positive evaluations contradict claims of poor performance.Emails and messages: Correspondence that shows discrimination or retaliation can be vital.Company policies: Documentation regarding workplace rules can highlight violations by employers.Ensure you maintain organized files. This organization demonstrates to legal representatives that you're serious about your claim.Witness testimonies play a significant role in supporting your case. Colleagues or supervisors who witnessed events related to your termination may provide statements showing:Discriminatory remarks made by management: Such comments support claims of bias during employment.Inconsistencies in company policy enforcement: Witnesses can testify if similar situations were handled differently for others.Consider asking witnesses to write down their accounts promptly after incidents occur. Their immediate recollections often carry more weight than those recalled later.Understanding the wrongful termination process enhances your ability to recognize and act upon unfair dismissals. This section outlines critical steps you can take if you suspect wrongful termination.Document everything: Keep records of your employment, including contracts and performance reviews.Review company policies: Understand your employer's policies on terminations and grievances.Reach out to HR: Discuss your situation with human resources for clarity on the company's stance.Consult a legal professional: Seek advice from an attorney specializing in employment law for guidance tailored to your case.File a complaint with relevant agencies: Consider lodging complaints with organizations like the Equal Employment Opportunity Commission (EEOC) or state labor departments.Taking these steps helps build a strong foundation for any future legal action.Filing a claim involves specific procedures that vary by jurisdiction and situation. Here's how you can navigate this process effectively:Gather evidence: Collect documentation related to your termination, such as emails, performance evaluations, and any witness statements.Determine the right agency: Identify which governmental body handles wrongful termination claims in your area—this often includes local labor boards or federal entities like the EEOC.Complete necessary forms: Fill out required forms accurately; ensure all information is clear and thorough.Submit within deadlines: Be aware of statutes of limitations that apply; many claims must be filed within 180 days of the alleged violation.Follow up regularly: Stay engaged with the agency handling your claim; regular follow-ups demonstrate commitment.Following these guidelines positions you favorably when pursuing justice against wrongful termination practices. From bad bosses to violations of contracts, wrongful termination happens more often than you may think. From claims of discrimination to protecting whistleblowers, an employer can't just fire you on the spot without considering your legal rights. Every day, thousands of employees are fired in ways that go against the law, yet many may not even realize that they have a case against their employer until it's too late. That's why in this post we'll be looking at seven wrongful termination examples. We'll dive into what's illegal and what's not when it comes to a firing, and what you should consider when assessing if your case is strong enough to take action. So, if you've ever been wrongfully terminated, or simply want to stay informed of the law so you can be prepared when the time comes, let's dig into wrongful termination—and learn how to see if you have a case. What is Wrongful Termination? Wrongful termination has been defined as the ending or dismissal of an employee in a way that violates the law or is considered unfair to the employee. This may either be a breach of the company's contract terms or a violation of laws regarding discrimination and harassment. Employers who fire employees in violation of statutes or contractual agreements can be held liable for wrongful termination. It also happens when there is a violation of public policy. One side of the argument is that it's natural for employers to want control over their own staff, but they are still expected to adhere to laws and basic human rights when doing so. Employees have certain rights and expectations from their employers, which should not be compromised even during the process of firing an individual. A wrongful termination implies that those rights have been violated in some way. From the employer's side, however, it can be argued that unless their terms state otherwise, companies have no obligation to maintain employment with any particular employee. This can be especially true in cases where they feel they must let someone go due to downsizing or restructuring processes within the organization. In such cases, a degree of flexibility regarding employment needs can help avoid accusations of wrongful termination. When an Employee is Terminated Unlawfully When an employee is terminated unlawfully, it means the employer has violated either state or federal labor laws. Depending on each situation, some employees have the legal grounds to file a wrongful termination lawsuit against their employer. Such cases can involve discrimination and a violation of an employment contract. Employees may also bring a case against their employers for retaliating or for breach of good faith and fair dealing. Discrimination occurs when an employee is fired for being a member of a protected class, meaning they are discriminated against for their race, gender, age, or other factor. In this case, there may be sufficient evidence that the firing was based on facts like these rather than job performance-related issues. Violation of an employment contract is another type of wrongful termination because employment contracts often state when and why an employee can be dismissed from their job. If a supposed breach in the contract occurred, then the employee may be able to claim unauthorized dismissal. Additionally, if an employee is fired in return for filing a complaint about something at work (such as not receiving overtime pay), the act is considered retaliation against the employee, which can be deemed unlawful. Lastly, employers must uphold good faith and fair dealing with their workforce. Failing to do so could give employees grounds to sue their employers for wrongful termination if they had been let go as a result of that action. What Are the Legal Grounds for Wrongful Termination? When it comes to wrongful termination, there are legal grounds that must be established in order for a person to successfully prove they were wrongfully terminated. Wrongful termination is the illegal dismissal of an employee due to discrimination, breach of contract, or violation of public policy. It should be noted that not all terminations are wrongful, and the burden is on the former employee to prove their case. When it comes to discrimination, employers must not discriminate against protected classes of employees, such as those defined by race, age, disability status, and family medical history, among others. If an employer fires or otherwise discriminates against an employee because they belong to a protected class, this could qualify as wrongful termination. In addition, employers may not retaliate against someone who has filed a complaint about discrimination in the workplace. Contracts are also important when proving wrongful termination. Employment contracts often outline the reasons for which an employee can be terminated from their position and set forth any restrictions on how the company can terminate an at-will employee. If an employer terminates an employee in violation of a contract or an implied promise based on past performance, then it may also be considered wrongful termination. 7 Examples of Wrongful Termination When an employer terminates a worker for unfair or unlawful reasons, it's illegal—and it's called wrongful termination. In some cases, an employee may have more than one cause of action if multiple laws have been violated in the firing. Here are seven examples of wrongful termination to consider when determining if you have a case. Example 1: Firing due to pregnancy or childbirth. One example of wrongful termination can occur when an employer fires a woman because they knew she was pregnant or recently gave birth. Although employers are generally allowed to fire workers at will, firing someone because of their pregnancy is a violation of Title VII of the Civil Rights Act, as well as other federal and state laws that protect pregnant workers from discrimination. Example 2: Firing due to racial discrimination. Employers may not fire employees simply because of their race or ethnicity, according to Title VII of the Civil Rights Act. In some cases, the employee may be able to bring a claim for discriminatory wrongful termination even if management wasn't aware that disparate treatment was taking place. If a pattern of discriminatory practices exists within the organization and is causing colleagues with similar backgrounds and qualifications to be treated differently than others, that could serve as evidence in a successful discrimination claim. Example 3: Firing due to whistleblowing. It's illegal for an employer to terminate an employee in retaliation for whistleblowing activities, such as reporting harassment, fraud, or safety violations within the workplace. Some state laws also offer protections against retaliatory firings when employees report certain types of workplace misconduct outside their workplace roles, such as filing a workers' compensation claim or challenging their employer's refusal to pay wages. Example 4: Firing due to age discrimination. It is unlawful for employers to make any hiring decisions based on age under the Age Discrimination in Employment Act (ADEA). Additionally, employers are prohibited from terminating employees using intentionally biased performance reviews or evaluations simply because they are over 40 years old. The ADEA also prohibits employers from retaliating against current employees who protest age discrimination among their peers in the office environment, either through litigation or by filing complaints with governing bodies such as the Equal Employment Opportunity Commission (EEOC). Example 5: Firing due to disability discrimination. The Americans with Disabilities Act (ADA) prohibits employers from discriminating against workers based on their disability status or another protected class — such as religion, race, or national origin — when making decisions regarding recruiting and hiring processes, including those related to firings. It's important for companies to take extra care not just when making decisions about hiring someone who has a disability but also when deciding whether they should keep an existing employee on their payroll who has expressed concern about having a disability care plan put into place by their managerial team. Example 6: Firing due to medical leave taken under FMLA. Employers may be liable for wrongful termination when terminating employees after they take a medical leave under the Family and Medical Leave Act (FMLA). Employers are allowed no more than 12 weeks of unpaid medical leave per year without putting at risk any job-related benefits that were previously in existence prior to taking leave, which makes it illegal for an employer to terminate any worker who is legally exercising rights granted under this law enacted by Congress in 1993; Example 7: Firing due to jury duty service. Wrongful termination may also occur if an employee's employer terminates them because they served jury duty – either during or after service – or because they refused or failed to participate in the jury selection process despite being properly summoned or subpoenaed. The majority of states have statutes that specifically address this issue, protecting any citizen's right to perform their civic duty and participate in various legal proceedings throughout the court system regardless of their assigned employment status while carrying out this obligation. Discrimination or Retaliation Discrimination or retaliation is a common factor in wrongful termination cases. The protected classes of discrimination are based on race, gender, age, and religious preferences, among others. For some employees, discrimination may have been the main reason they were fired. For example, an employer cannot use race as a basis for termination unless they have proof that it was performance-related. Similarly, employers cannot deny an employee promotion based on their gender or terminate them due to their religious beliefs. When proving discrimination as the reason for wrongful termination, it is important to remember that employers can't always be held responsible. Instead, the employer must show they made an effort to address any potential complaints from the employee before taking action. Also, the employer should be able to show proof of how long the employee worked for them and how decisions were made before they were fired. When discussing retaliation cases in relation to wrongful termination, there are often two sides to the argument: one from the employer and one from the employee. From the employer's side, their goal is usually to enforce company policies and protect its business operations. On the other hand, some employees may feel that they are being retaliated against if they are fired shortly after voicing a complaint about their working conditions or after filing a complaint with government agencies such as the Equal Employment Opportunity Commission (EEOC). In order to prove a case of wrongful termination due to retaliation or discrimination, an employee must be able to show a causal connection between their job-related activities and the negative action taken by the employer towards them. This includes demonstrating that similar incidents of discrimination or retaliation took place at their workplace prior to their own incident. To bring up a case of wrongful termination due to discrimination or retaliation, employees should seek legal counsel and consult with an employment lawyer who can best explain their rights and possible options available in court. The next section discusses breaches of employment contracts as another cause for wrongful termination lawsuits. Many employers implement stringent written agreements that contain clauses specifying details related to terminating employees; these contracts should be closely reviewed for any contractual violations when considering filing a claim for wrongful termination due to breach of contract. Breaches of Employment Contract Employment contracts are legally binding documents that set out the rights and responsibilities of both the employer and the employee. If an employer breaches the terms of an employment contract, it could be considered a wrongful termination. When examining a wrongful termination based on a breach of contract, the court looks at the clear conditions in the employee agreement to determine if the employer has violated their obligations under the law. Examples of a breach include failing to pay wages for time worked or promised bonuses and commissions; using confidential information disclosed in the contract against an employee; or changing job duties without due notice. A breach of an employment contract might also include terminating someone without following predetermined guidelines, such as giving adequate notice. Actions taken by either party must be consistent with what is written in an employment contract. Depending on the language included in a specific employment agreement, improper termination can include any action that goes against what's outlined in the document. The court examines whether each of the parties involved (i.e., the employer and employee) followed all legal requirements spelled out in the original agreement and documentation provided when it was created. While employers have a right to terminate staff members if they feel it is appropriate, firing someone who has a valid employment contract is more difficult than those who do not since it requires going against agreed upon terms that were originally established as part of the agreed relationship. From an employee's perspective, if they can demonstrate that their employers have not met their obligations under an employment contract, then this may provide grounds for a wrongful termination claim. To determine if an employer has violated an employment contract, employees should look closely at any written agreement between them and their company and document relevant facts from terminated staff members or other witnesses connected to their case before pursuing any legal action against their former employer. The next section will discuss another form of possible wrongful termination: violation of company policies. Violation of Company Policies The complex world of employment law can be confusing for employees and employers alike. One area of confusion is wrongful termination due to a violation of company policies. There are multiple examples of this type of wrongful termination, and it's important for both employers and employees to understand the laws and their rights. Company policies often dictate employee behavior and protocol in the workplace. When an employer terminates an employee for violating these policies, certain laws kick in that must be taken into account. To determine if this type of wrongful termination has taken place, the employee must demonstrate that he or she was unaware of the policy or that the policy was not clearly communicated. Also, if the company policy has nothing to do with job performance, the employer should demonstrate due process with written or verbal warnings before taking any action to terminate an employee. Employers who violate these laws may find themselves facing serious consequences, such as hefty fines or even criminal charges, depending on the situation. It's important for companies to make sure they are aware of all state and federal laws concerning employment practices prior to any termination. Knowing the facts can help protect both parties from unnecessary legal issues down the line. Do You Have a Legal Case for Wrongful Termination? Deciding if you have a legal case for wrongful termination can be tricky. It is important to review the exact details of your situation and consult with an experienced employment attorney to determine if you have grounds for a legal claim. Under state law, employees may generally be wrongfully terminated if: (1) Your employer has violated an employment contract or a written company policy. For example, an employer who terminates an employee without cause and does not provide severance pay as specified in the employment contract may be held liable for breach of contract. (2) Your employer has breached an implied covenant of good faith and fair dealing. This implies that employers should not take advantage of the power they have over their employees. Depending on the nature of their action, they could be found in violation of this promise if they terminate an employee without giving them full notice or do not provide them with any explanation as to why they are being terminated. (3) The employee was discriminated against based on race, gender, age, disability, national origin, or religion. It is illegal to fire someone because they belong to any of these groups in order to avoid potential liability under state and federal employment laws. Additionally, certain state laws prohibit employers from firing employees because of their political views or affiliations, sexual orientation, or union activities. There are also exceptions to these three rules depending on the state where the employee worked; for instance, some states allow employers to terminate at-will employees without providing any reason for doing so. Even when this is allowed by law, however, there must still be no violation of public policy or other laws protecting employee rights for wrongful termination claims to be successful. Furthermore, it is important to note that simply feeling like you were wrongfully terminated does not necessarily mean that you have any legal recourse against your employer. The best way to determine whether you have a valid legal case is to contact an experienced employment lawyer, who will review your situation and advise whether filing a lawsuit would be worthwhile. In some cases, the lawyer may suggest negotiating with your former employer before pursuing a lawsuit in order to reach an acceptable resolution outside of court. Now that we have discussed the signs that may indicate that you have been wrongfully terminated, let's take a look at how to build a case for wrongful termination in the next section. How to Build a Case for Wrongful Termination Document Employment Termination As part of building a case for wrongful termination, document any details related to the termination and your dismissal. Gather any relevant documents, such as emails, letters, severance agreements, and performance reviews, that may relate to the termination. Additionally, take note of any conversations you had with your employer about your dismissal. Having all these documents at the ready can help provide proof in an allegation of wrongful termination. Contact an Employment Lawyer An employment lawyer will be able to advise you on whether or not you have a legitimate wrongful termination claim and how to proceed if you wish to file one. If a lawyer determines you may have a valid case, they will be able to provide guidance on filing a complaint with the state agency responsible for handling discrimination cases or suggest other routes like arbitration or mediation instead of taking it to court. Understand Your Rights You should understand and know how your legal rights were violated in order to prove wrongful termination occurred. This includes knowing state laws concerning permissible reasons an employer can fire someone, as well as federal and state laws that protect workers from illegal discrimination based on race, gender, age, national origin, and other protected statuses. Even if the firing was due to poor performance or misconduct, there is still a chance that certain actions from employers, such as harassment or intimidation, could have led to the employee's unfavorable outcome. Collect Evidence Evidence crucial for showing wrongful termination can include personal witnesses who can attest to the fact that discrimination was involved in the firing process. The evidence must also demonstrate that something other than job-related issues like poor performance played any role in the decision to terminate your employment by your employers. Witnesses who can back up this version of events are important in making sure your case stands up in court. Determine Damages To successfully build a case for wrongful termination, you must prove what sort of damages were incurred in losing your job through no fault of your own. To do so, you must be able to demonstrate how much money has been lost due to being wrongfully terminated or current wages being diminished due to lack of experience or seniority compared with where they would be now had they not been fired illegally. Additionally, take the emotional distress caused by losing their job and the impact on their career prospects going forward into consideration when determining damages in a case against an employer for wrongful termination. Get Justice for Your Wrongful Termination! Contact Our Pittsburgh Attorneys Now Losing your job can be a difficult and stressful experience, but if you believe that you were wrongfully terminated, it can be even more upsetting. Wrongful termination occurs when an employer terminates an employee for an illegal reason, such as discrimination, retaliation, or whistleblowing. If you think you may have been wrongfully terminated, it's important to contact a knowledgeable attorney as soon as possible. Our Pittsburgh wrongful termination lawyers have years of experience representing employees in wrongful termination cases. We can help you understand your legal rights and options, and work with you to develop a strategy to get the justice you deserve. Don't wait to get started contact J.P. Ward and Associates today at (412) 426-4878 to schedule a free consultation and learn more about how we can help you get justice for your wrongful termination. Wrongful termination describes a situation in which an employee has been terminated from his job, and the termination breaches terms of his employment contract, or is otherwise not in accordance with state or federal employment laws. This legal term was born with the National Labor Relations Act of 1935, which made firing an employee based on race or creed illegal. To explore this concept, consider the following wrongful termination definition.Noun Termination of an employee for a purpose that is not in accordance with federal or state employment laws.OriginNational Labor Relations Act of 1935Wrongful termination, also referred to as "wrongful dismissal," or "wrongful discharge," involves the termination of an employee without just cause. While most people who have been fired from their jobs feel the dismissal was without just cause, wrongful termination actually refers to dismissals for a narrow set of reasons. In fact, wrongful termination refers to termination involving some type of discrimination, which violates the employees' civil rights.Wrongful termination laws primarily address issues of firing an employee improperly, whether in violation of terms of his employment contract, or for a discriminatory purpose. In the United States, employment has migrated to an "at-will" basis, releasing many employers from the terms of an employment contract. Wrongful termination laws seek to protect employees from being taken advantage by employers. For instance, John's employer fires him the day before he is set to get a substantial raise, so as to avoid paying the higher wage. It is this type of dismissal that may be considered "wrongful."In the United States, employment is "at-will," unless there is a specific employment contract entered into between employer and employee. At-will employment means that the employer does not need a specific reason to dismiss an employee. If an employer dismisses an employee for a specified reason that is improper, the at-will doctrine does not apply.Improper terminations include dismissals without good cause after a written or implied contract for employment has been entered into, and terminations that violate the implied covenant of good faith and fair dealing.Many people are unaware that, in most situations, employers have a right to dismiss employees without giving any reason at all. This is referred to as "at-will" employment. The laws of most states protect employers' right to dismiss employees. This means that an employer is not required to have good cause to dismiss an employee, unless there is an employment contract, or the dismissal violates the law.Employers who tell employees, whether during the hiring process, or through an employment manual, that they are at-will employees, can rely on this statement in the event a wrongful termination lawsuit arises. Some employers actually have their new employees sign an "at-will" contract before employment begins in order to protect themselves. Employers also have the right to fire employees for "just cause," which refers to misconduct by the employee.In order to avoid certain consequences of firing an employee, some employers simply make working conditions difficult or miserable in an attempt to force the employee to quit. This might involve a change in work schedule, decreased work hours to a level, and otherwise making the job intolerable. This practice is called "constructive termination," or "constructive discharge," and it is against the law.If an employee quits his job under such conditions, he will be denied certain benefits, such as unemployment benefits, and the ability to file a lawsuit against the employer, unless he makes a claim of constructive termination. In order to successfully prove a constructive termination claim, however, the employee must prove certain elements, including:The work environment was so adverse that any other reasonable employee would have also felt the need to resignThe employer either acted with the intent to cause the employee to resign, or the employer had knowledge of the bad working conditions, and made no attempt to remedy the situationMaya has been working at Speedy Dogs, a fast food establishment, for about two years when she had a serious disagreement with her supervisor. The supervisor wants to fire Maya, but the corporation has a policy of avoiding unemployment claims, so she cannot fire her without just cause. Instead, the supervisor begins cutting Maya's hours down, from her usual 40 hours per week to 30 hours for a couple of weeks, then to 15 hours or less after that, in the hope that Maya will quit. During that time, the supervisor berates Maya constantly, and tries to write her up for things she didn't do.When Maya finally quits the job, her claim for unemployment is denied (because people who voluntarily quit their jobs are not eligible for unemployment benefits). She appeals the decision, claiming that she was constructively terminated. Maya would need to submit proof, which may be in the form of schedule changes or other paperwork showing how she was mistreated, and she can submit witness statements about the fact that she did her job well, and that the supervisor intentionally made Maya's job miserable. In this example of wrongful termination, the employer has engaged in constructive termination to purposely cause the employee to quit.Retaliatory termination refers to firing an employee as revenge for an employee's protected activity. Protected activities include such acts as refusing to participate in something illegal, reporting sexual harassment or other illegal act, or seeking to join or form a labor union. If an employer fires an employee for taking part in any of these activities, it is considered retaliatory termination, which is a form of wrongful termination.There are other acts for which an employer cannot generally fire or demote an employee. These include:Taking a qualified medical leave of absenceServing in the reservist militaryTaking time to voteTaking part in an investigation into the unlawful practices of the employerAttending jury dutyRob reports to the EPA that his employer is illegally disposing of toxic chemicals. When the company is notified of a pending investigation, Rob is fired, ostensibly because his work is sub-par. Rob can show that his job performance reviews were consistently excellent prior to his termination. In this example of wrongful termination, Rob was clearly fired in retaliation for his report to the EPA, which is illegal.Wrongful termination lawsuits abound when employees are fired for reporting such things as violations of federal and state regulations, and for taking qualified medical leave. The following real cases are examples of wrongful termination.Paul Blakeslee worked for Shaw Environment and Infrastructure, supervising more than 40 employees on a $100 million contract to maintain U.S. Army facilities at Fort Richardson and Fort Wainwright in Alaska. When Blakeslee learned that one of the project managers owned part of a private company that was leasing equipment to Shaw without going through the required competitive bidding process, he decided to report what he believed to be fraudulent activity to the CEO of Shaw.The project manager learned of Blakeslee's plan to write a letter to the CEO, and threatened to lay him off. Blakeslee was fired after he sent the planned letter, being told the company was eliminating his position to save money. Shaw investigated Blakeslee's claims, finding that the project manager had indeed committed fraud, and acted in conflict of interest with his job, and fired the manager, but refused to reinstate Blakeslee.Blakeslee filed a civil wrongful termination lawsuit against Shaw, claiming he was the victim of wrongful termination, having been fired in retaliation for his report, and claiming age discrimination. Following the four-year lawsuit, a jury ruled in favor of Blakeslee, and awarded him over $45,000 in lost wages, and over $400,000 in damages for emotional distress. In addition, Blakeslee was awarded $2.5 million in punitive damages.Matthew Niswonger worked for PG&E for nearly 8 years when his supervisor ordered him and his crew to replace a broken electrical pole without first shutting down the power. While the crew did as they were told, they were placed in grave danger, as a cross-arm broke and live, high-voltage wires nearly electrocuted them. Fortunately, none of the crew members were injured during the completion of the job. Once the job was completed, Matthew made a safety complaint, as he felt unsafe to perform some of the jobs as directed by the supervisors.Matthew began experiencing anxiety, panic attacks, and depression, for which he was granted medical leave. When he was asked to return to work a month later, Matthew refused, and he was fired in September, 2011. Matthew filed a wrongful termination lawsuit against the company for wrongful termination, asking for lost wages, loss of benefits, and emotional distress.Following a trial that lasted over three weeks, the jury determined that PG&E had indeed fired Matthew in retaliation for his safety complaint, which was made in good faith. He was awarded nearly $600,000 in lost wages and lost benefits, and $500,000 for emotional distress.Civil Lawsuit – A lawsuit brought about in court when one person claims to have suffered a loss due to the actions of another person.Covenant of Good Faith and Fair Dealing – A general presumption that the parties to a contract will deal with each other honestly, fairly, and in good faith.Damages — A monetary award in compensation for a financial loss, loss of or damage to personal or real property, or an injury.Discrimination – The practice of unfairly treating different categories of people, especially on the grounds of ethnicity, national origin, gender, race, religion, and sexual orientation.Emotional Distress – A negative emotional reaction, such as anguish, humiliation, or grief, resulting from the conduct of another individual. Also referred to as "mental anguish."Punitive Damages – Money awarded to the injured party above and beyond their actual damages, usually for the purpose of punishing the wrongdoer for outrageous misconduct in a civil matter.Qualified Medical Leave – An entitlement of eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons.Trial – A formal presentation of evidence before a judge and jury for the purpose of determining guilt or innocence in a criminal case, or to make a determination in a civil matter. Wrongful termination lawsuits, often rooted in public policy violations, require a compelling link between the employee's actions and the specific public policy involved. These legal actions are intricate and demanding, offering a means of compensation for employees who claim unjust dismissal.One of the most common reasons a former employee may file a lawsuit against their previous employer is in cases of wrongful termination, especially in wrongful termination cases won by employees.This type of retaliation is common in cases where an employee speaks out against workplace harassment, discrimination, or illegal activity. After voicing a complaint, the employers have been known to retaliate by firing the employee as punishment.While it's not always possible to prevent this from happening, federal and state laws protect workers against such treatment. Aided by a couple of famous wrongful termination cases and rulings by the Supreme Court, they can make it easier for a worker to file a claim, especially if they can point to wrongful termination cases won by their peers.In fact, there are a couple of famous wrongful termination cases and rulings by the Supreme Court that make it easier for a worker to file a claim. Read them below to see if it relates to your situation.In December 2006, Saint-Gobain Performance Plastic fired Kevin Kasten from his job. According to Kasten, the company retaliated against him for making a complaint about the location of time clocks.Kasten noticed that the company placed time clocks away from the area where employees put on their required protective gear. This meant that employees couldn't get paid for their time preparing their equipment. Saint-Gobain Performance Plastic argued that Kasten's complaints weren't protected under the Fair Labor Standards Act (FLSA) because they were oral instead of written.The District Court and the 7th Circuit Court of Appeals determined that the FLSA did not protect verbal complaints.However, the U.S. Supreme Court overturned the ruling in a 6-2 decision, stating that the FLSA protects an employee who files either an oral or written complaint.If you feel you have wrongful termination case, speak with a lawyer with decades of experience. You may have a winning case at hand. Eric Thompson and his fiancée, Miriam Regalado, both worked for North American Stainless in a manufacturing facility in Kentucky.In September 2002, Regalado filed a complaint with the Equal Employment Opportunity Commission (EEOC) alleging gender-based discrimination by her supervisors. Three weeks after North American Stainless became aware of the charge, they fired Thompson in retaliation. Thompson then filed a complaint, stating that the company violated section 704(a) of Title VII. Initially, the District Court and the 6th Circuit Court of Appeals dismissed Thompson's case since it was a "third-party retaliation claim."However, in a unanimous 8-0 the ruling, the U.S. Supreme Court found that Title VII's anti-retaliation provisions cover "a broad range of employer conduct."Since North American Stainless fired Thompson to punish Regalado, the U.S. Supreme Court ruled that they performed an unlawful act under Title VII.Wrongful Termination laws may vary state-to-state. Learn more about wrongful termination laws in New York and California. In August 1998, Nancy Drew Suders quit her dispatcher job with the Pennsylvania State Police. She claimed that sexual harassment from her supervisors was so pervasive that she decided to quit.Before leaving, her supervisors accused her of theft, put her in handcuffs, and questioned her.She decided not to file a complaint since the equal opportunity representative in the department was unsympathetic.Suders then filed a lawsuit in District Court claiming that the discrimination she faced forced her to quit.The District Court granted a summary judgment to the state police since Suders did not use the department's internal procedures.The 3rd Circuit Court of Appeals overturned the decision, stating that the police were directly responsible for her resignation.Finally, in an 8-1 decision, the U.S. Supreme Court ruled that any employee in a situation where a "reasonable person…would have felt compelled to resign" could file a lawsuit against their employer without filing an internal complaint.As these famous wrongful termination cases demonstrate, you have several rights as a worker.Whether you are fired, demoted, or forced to quit due to a hostile work environment, there are legal options available to you.If your employer retaliates against you for making a valid workplace complaint, an experienced employment law attorney can help. Consider giving us a call at 866-476-7426 or fill out our online form to schedule a consultation today.Where You Can Find Our Los Angeles Office Location Where You Can Find Our San Francisco Office Location Where You Can Find Our New York Office Location Wrongful termination is any form of dismissal from work that violates the law or the company's policies. That being said, employees tend to get laid off unlawfully without having an idea. That's why learning the different examples of wrongful termination is a good start in case you need to make a legal claim. If you have been fired by your employer in violation of federal/state laws or even the company's policies, they might be cause for repercussions. Getting fired wrongfully is never easy but having a valid claim starts with knowing your rights Examples Of Wrongful Termination Different situations can count as unlawful termination. If you think any of these examples of wrongful termination cases seems familiar to you, then you may have been unlawfully dismissed. Here are 8 common scenarios: 1 Discrimination: Every employee has the right to be treated equally regardless of their race, gender, religion, political stance, national origin, sexual orientation, color, age, marital status, or disability. Dismissal based on discrimination is often targeted at a protected class or group. For instance, if an employer treats certain employees harshly based on their race or age and goes further to fire them, that conduct might be one of the examples of wrongful termination cases. 2 Constructive Discharge: Constructive discharge is when an employee chooses to quit. While this seems to not be part of the wrongful termination checklist, there are situations where an employee is influenced to quit due to a hostile working environment, discrimination, or any form of harassment. An example of this could be when an employer reduces a staff's paycheck or even a demotion without a valid reason can count as constructive dismissal. 3 Violation Of Contract: Even At will employment contract, you may still have rights against unlawful dismissal. An example in this wrongful termination checklist could be a situation where an employer decides to fire an employee after a verbal caution. This can be one of the examples of wrongful termination if the handbook or terms of agreement state after a verbal caution a written warning follows. A breach of contract typically when any party involves violates the agreed requirements. 4 Retaliation For Speaking Out: Employees are sometimes dismissed for choosing to speak out against a hostile environment. This could either be against discrimination, harassment or standing up for themselves and their rights. For instance, when an employee is fired from work after complaining to Hr about the harsh working conditions. 5 Disputes Over Unpaid Wage Or Overtime Work: As far as these examples of wrongful termination go, disagreement over unpaid wage is complex. However, every employee is entitled and has legal protection to receive what they worked for without adverse provocations. The laws surrounding wrongful termination makes it illegal for employers to fire employees for demanding payment for hours worked, minimum wages, or even vacation pay. 6 Violating Public Policies: There are public laws that are mandated to be followed by every employer. Any employee's dismissal in violation of public policies like the federal Families and Medical Leave Act (FMLA) is part of the wrongful termination checklist. These laws are put in place to create a happy and healthy environment for both parties while protecting the rights of the employees. Firing an employee while on parental leave counts as one of the examples of wrongful termination cases under these laws. 7 Participating In Illegal Act: it is wrong for an employer to expect/ask an employee to commit illegal conduct. This wrongful termination checklist also involves firing an employee for not partaking in discriminatory behavior. Like a situation where an employer demands or requests an employee to alter financial accounts or sabotage another employee. If the retaliation of refusing to do so is firing then this accounts as wrongful termination. 8 Blowing The Whistle At Work: Whistleblowing means reporting illegal activities that take place at work. Employees who report such claims are usually protected by state and federal laws from employment termination or any form of harassment. An example of unlawful termination in this context could be when an employee loses their job for notifying authorities of illegal practices. Conclusion If any of these examples of wrongful termination happens to you, you may have valid reasons to take legal action. It is then important to know your rights, revisit your contract of agreement and when needed get an experienced employment attorney to guide you through the next step.