

Public Safety Labor News

Index

January - December 2004

DESCRIPTION	CASE CITATION	ISSUE
Adverse Employment Action		
Eleventh-hour hiring of police chief by outgoing city council held unenforceable.	<i>Borough of Pitcairn v. Westwood</i> , 848 A.2d 158 (Pa.Cmwlth. 2004)	May
Police department not required to seek waiver of training requirement for 73-year-old applicant.	<i>Brophy v. City of Philadelphia Police Department</i> , 2004 WL 1717616 (E.D.Pa. 2004)	October
Layoffs of police officers deemed to be in retaliation for protected activities.	<i>Fraternal Order of Police, Wyoming Valley Lodge No. 36 v. Wyoming Borough</i> , 34 PPER ¶148 (Pa. LRB 2003)	April
Officer's transfer not enough to trigger discrimination law.	<i>Moore v. City of Chicago</i> , 2004 WL 1293923 (N.D.Ill. 2004)	September
Officer cannot be fired because doctor fails to answer department's questions.	<i>Todino v. Town of Wellfleet</i> , 814 N.E.2d 36 (Mass.App. 2004)	October
Affirmative Action		
Supreme Court's new affirmative action rules applied to uphold race-based promotions in Chicago Police Department.	<i>Petit v. City Chicago</i> , 352 F.3d 1111 (7th Cir. 2003)	February
Americans With Disabilities Act		
Hypertensive detective not entitled to protection under ADA.	<i>Mercer v. Brunt</i> , 304 F.Supp.2d 334 (D.Conn. 2004)	April
Court expands protections of ADA for public safety employees.	<i>Williams v. Philadelphia Housing Authority Police Department</i> , 15 A.D. Cases 1607 (3rd Cir. 2004)	December
Arbitration Decisions		
Court upholds Arbitrator's reinstatement of fired FOP president.	<i>City of Edwardsville v. Fraternal Order of Police, Lodge No. 42</i> , 96 P.3d 1124 (Kan.App. 2004)	November
Court upholds Arbitrator's award imposing indefinite suspension.	<i>International Brotherhood of Police Officers, Local 361 v. Town of New Milford</i> , 841 A.2d 706 (Conn.App. 2004)	May
Arbitrator finds corrections officer was constructively discharged.	<i>Lucas County Sheriff</i> , 118 LA 1673 (Weisheit, 2003)	January
Officer does not have standing to challenge discharge in court.	<i>Leon v. Boardman Township</i> , 800 N.E.2d 12 (Ohio 2003)	February
Court upholds Arbitrator's finding in fraternizing case.	<i>Stanislaus County Sheriff's Department v. Mack</i> , 2004 WL 188318 (Cal.App. 2004)	April
Arbitrator excoriates witness in domestic violence case against deputy.	<i>Washington County, Oregon Sheriff and Washington County Police Officers Association</i> (Wilkinson, 2004)(Unreported decision; copies available from LRIS.)	October
Arbitration proceeding binds officer in later civil lawsuit.	<i>Wilson v. City of Tulsa</i> , 91 P.3d 673 (Okla.App. 2004)	August
Attorney Fees		
While Arbitrator's award is upheld, employee's personal attorney not entitled to fee award.	<i>City of Woonsocket v. IBPO</i> , 839 A.2d 516 (R.I. 2003)	March
Benefits		
Major public safety officer benefit case decided.	<i>Bice v. United States of America</i> , 61 Fed.Cl. 420 (2004)	October

Michigan firefighters win part of battle on calculation of retirement benefits.	<i>Flint Professional Firefighters Union, Local 353 v. City of Flint</i> , 2004 WL 1366000 (Mich.App. 2004)	August
Pensions for Indiana officers must be calculated on corporal pay.	<i>Fraternal Order of Police, Lodge 73 v. City of Evansville</i> , 809 N.E.2d 470 (Ind.App. 2004)	August
Widow of Maryland firefighter not entitled to both service-related pension and workers' compensation benefits.	<i>Mayor and City Council of Baltimore v. Johnson</i> , 847 A.2d 1190 (Md.App. 2004)	June
Pennsylvania decides merit and longevity raises do not continue after contract expires.	<i>Pennsylvania State Park Officers Association v. Pennsylvania Labor Relations Board</i> , 854 A.2d 674 (Pa.Cmwlth. 2004)	September
Failure to file a marriage license deprives firefighter's widow of benefits.	<i>Stovall v. City of Memphis</i> , 2004 WL 1872896 (Tenn.App. 2004)	October
Bill Of Rights		
Supervisor's suspicion that officer slapped a citizen enough to trigger Bill of Rights.	<i>Wideen v. City of Fontana</i> , 2003 WL 22810464 (Cal.App. 2003)	January
Bill of Rights statute of limitations begins running when misconduct discovered, not when investigation starts.	<i>Jones v. City of San Diego</i> , 2004 WL 766561 (Cal.App. 2004)	June
Court refuses to order suppression of statement taken in violation of Bill of Rights.	<i>Daniels v. County of Sacramento</i> , 2004 WL 1045762 (Cal.App. 2004)	July
Civil Service		
Court overturns transfer of functions from civil service to personnel director.	<i>Seattle Police Officers' Guild v. City of Seattle</i> , 89 P.3d. 287 (Wash.App. 2004)	July
Civil Lawsuits		
Officer allowed to sue county prosecutor who sent letters disparaging officer's integrity.	<i>Beck v. Phillips</i> , 685 N.W.2d 637 (Iowa 2004)	October
Officer not entitled to employer defense in civil lawsuit arising out of dispute with neighbor.	<i>Salino v. Cimino</i> , 770 N.Y.S.2d 702 (N.Y. 2003)	February
Civil Rights		
Deputy sheriff wins \$156,000 from other deputy in lawsuit over nude photos.	<i>Kiesau v. Bantz</i> , 686 N.W.2d 164 (Iowa 2004)	November
Collective Bargaining		
Court bars initiative petition for collective bargaining.	<i>In re Initiative Petition No. 27 of City of Oklahoma City</i> , 82 P.3d 90 (Okla. 2003)	January
Massachusetts city ordered to submit budget calling for full staffing in fire department.	<i>Local 1652, International Association of Fire Fighters v. Town of Framingham</i> , 813 N.E.2d 543 (Mass. 2004)	October
Collective bargaining agreement defines terms and conditions of troopers' reinstatement from disability status.	<i>Thomas v. Department of State Police</i> , 814 N.E.2d 376 (Mass. 2004)	December
Constitutional Issues		
Court upholds constitutionality of untruthfulness ban.	<i>Gibson v. Mayor and Council of City of Wilmington</i> , 355 F.3d 215 (3rd Cir. 2004)	March
Police officer's off-duty sexually explicit videos constitutionally protected.	<i>John Roe v. City of San Diego</i> , 356 F.3d 1108 (9th Cir. 2004)	April
Simple statement of incompetence not enough to trigger constitutional liberty rights.	<i>Luy v. Baltimore Police Department</i> , 326 F.Supp.2d 682 (D.Md. 2004)	September
Defamation		
Life in rural sheriff's department – corrections officer loses defamation lawsuit against sheriff.	<i>Cooper-Bridges v. Ingle</i> , 601 S.E.2d 445 (Ga.App. 2004)	August
Connecticut citizens have absolute privilege to make false complaints to internal affairs against police officers.	<i>Craig v. Stafford Construction Company</i> , 856 A.2d 372 (Conn. 2004)	November
Disability Issues		
Bike patrol officer wins disability claim based on pedaling.	<i>Alm v. Lincolnshire Police Pension Board</i> , 816 N.E.2d 389 (Ill.App. 2004)	November

Disabled firefighters are entitled to receive full pay until age 70.	<i>Bobby v. City of Niagara Falls</i> , 774 N.Y.S.2d 899 (A.D. 2004)	May
Disqualification from SWAT team does not substantially limit major life activity for purposes of disability laws.	<i>City of New Bedford v. Massachusetts Commission Against Discrimination</i> , 779 N.E.2d 578 (2003)	January
Trooper cadet beaten in academy wins \$155 per week in disability benefits.	<i>Lanter v. Kentucky State Police</i> , 2004 WL 2151183 (Ky.App. 2004)	November
California Supreme Court tightens up on standards for disability retirements.	<i>Nolan v. City of Anaheim</i> , 14 Cal.Rptr.3d 857 (Cal. 2004)	September
Detroit need not offer light-duty job to disabled officer.	<i>Peden v. City of Detroit</i> , 680 N.W.2d 857 (Mich. 2004)	August
Disability law does not prevent employer from terminating officer for acts of violence caused by alcoholism.	<i>Riddick v. City of New York</i> , 772 N.Y.S.2d 294 (N.Y.A.D. 2004)	April
City does not have right to participate in pension board hearing.	<i>Village of Stickney v. Board of Trustees of the Police Pension Fund of the Village of Stickney</i> , 807 N.E.2d 1078 (Ill.App. 2004)	May
Discipline		
NYPD can require Diallo officer to work in non-enforcement job without gun.	<i>Boss v. Kelly</i> , 776 N.Y.S.2d 772 (N.Y.Sup. 2004)	June
Because of 180-day statute of limitations, San Antonio loses attempt to fire firefighter who deposited very large paycheck.	<i>City of San Antonio v. Longoria</i> , 2004 WL 2098074 (Tex.App. 2004)	November
Court relies on hearsay testimony to uphold suspensions.	<i>Broaden v. Department of Police</i> , 866 So.2d 318 (La.App. 2004)	March
Failure of fitness-for-duty examination different incident than discipline for double jeopardy purposes.	<i>Nagel v. City of Bismarck</i> , 673 N.W.2d 267 (N.D. 2004)	March
City attorney's dual role before disciplinary board voids discipline.	<i>Quintero v. City of Santa Ana</i> , 7 Cal.Rptr.3d 896 (Cal.App. 2003)	February
Arbitrator reinstates deputy with full back pay because of lack of notice of specific reasons for discipline.	<i>Stark County Sheriff</i> , 03-1 ARB ¶3443 (Feldman, 2003)	February
Fire major loses challenge to demotion by not naming civil service board as party in lawsuit.	<i>Timmons v. City of Louisville</i> , 2004 WL 1857363 (Ky.App. 2004)	October
Discipline reversed because employer's policy caused accident.	<i>Tuolumne County, California Deputy Sheriffs Association</i> , Reported in <i>Labor Beat</i> , published by Carroll, Burdick & McDonough (September 2004)	October
Sheriff's civil service commission in Texas has no subpoena authority.	<i>Waller v. Bexar County Sheriff's Civil Service Commission</i> , 2004 WL 24715 (Tex.App. 2004)	March
Discrimination		
Court upholds "banding" of police tests.	<i>Bone v. City of Louisville</i> , 2003 WL 23095928 (Ky.App). 2003	March
Court upholds \$150,000 awards to corporals in reverse-discrimination lawsuit.	<i>Bullen v. Chaffinch</i> , 336 F.Supp.2d 342 (D.Del. 2004)	December
White police officers win promotions based on reverse discrimination claim.	<i>Bullen v. Chaffinch</i> , 336 F.Supp.2d 357 (D.Del. 2004)	November
County allowed to have male-only juvenile detention positions.	<i>In re Juvenile Detention Officer Union County</i> , 837 A.2d 1101 (N.J.A.D. 2003)	January
Officer's reverse discrimination lawsuit sends sparks flying in Michigan Supreme Court.	<i>Lind v. City of Battle Creek</i> , 681 N.W.2d 334 (Mich. 2004)	August
Court upholds \$325,000 judgment in deputy's favor in disability discrimination case.	<i>Lovett v. City and County of San Francisco</i> , 2004 WL 2066921 (Cal.App. 2004)	December
Termination of probationary corrections officer violates domestic violence discrimination law.	<i>Reynolds v. Frasier</i> , 781 N.Y.S.2d 885 (N.Y.Sup. 2004)	November
Firefighter loses gender discrimination lawsuit as well as job; lack of separate bathroom not illegal.	<i>Samu v. City of Cathedral City</i> , 2004 WL 1240655 (Cal.App. 2004)	August

College degree alone does not make a detective in Nacogdoches.	<i>Snoddy v. City of Nacogdoches</i> , 2003 WL 1161817 (5th Cir. 2004)	August
Department does not take prompt action to remedy discrimination; \$250,000 verdict upheld.	<i>Texas Department of Criminal Justice v. King</i> , 2003 WL 22937252 (Tex.App. 2003)	February
Firefighter loses drug testing discrimination appeal.	<i>Trotter v. City of Clarksville</i> , 2004 WL 627053 (6th Cir. 2004)	May
DROP Plan		
Court overturns Arbitrator's opinion awarding firefighters a DROP Plan.	<i>City of Erie v. International Association of Fire Fighters, Local 293</i> , 836 A.2d 1047 (Pa.Cmwlth. 2003)	January
Drug Testing		
Lack of prior drug problems invalidates random drug testing program for Arizona firefighters.	<i>Peterson v. City of Mesa</i> , 83 P.3d 35 (Ariz. 2004)	April
Firefighter loses drug testing discrimination appeal.	<i>Trotter v. City of Clarksville</i> , 2004 WL 627053 (6th Cir. 2004)	May
Due Process		
Layoff of corrections officers does not "shock the conscience" of the Court.	<i>Fraternal Order of Police Department of Corrections Labor Committee v. Williams</i> , 375 F.3d 1141 (D.C.Cir. 2004)	September
The more "process" after termination, the less needed before termination.	<i>Hudson v. City of Chicago</i> , 374 F.3d 554 (7th Cir. 2004)	September
Consideration of deputy's post-discharge conduct at arbitration hearing does not violate due process.	<i>Morrison v. Warren</i> , 375 F.3d 468 (6th Cir. 2004)	September
Officer required to exhaust grievance procedure before filing due process lawsuit.	<i>Solomon v. Philadelphia Housing Authority</i> , 2004 WL 1427140 (E.D.Pa. 2004)	August
For due process purposes, disciplinary decision maker has right to disregard certain facts.	<i>Vanderwalker v. King County</i> , 2004 WL 326376 (9th Cir. 2004)	April
Duty Of Fair Representation		
Terminated officer loses fair representation suit against union.	<i>Dejaeghere v. City of Birmingham</i> , 2003 WL 23104259 (Mich.App. 2003)	March
Fair Labor Standards Act		
Officers lose FLSA lawsuit over anomaly in the Gregorian calendar.	<i>Aivaliotis v. Borough of North Plainfield</i> , 2004 WL 753306 (3rd Cir. 2004)	June
Canine officer allowed to proceed with FLSA lawsuit.	<i>Leever v. City of Carson, Nevada</i> , 360 F.3d 1014 (9th Cir. 2004)	May
Boston PD loses claims for section 207(k) exemption, must pay police on 40-hour/week basis under FLSA.	<i>O'Hara v. Menino</i> , 312 F.Supp.2d 99 (D.Mass. 2004); <i>Harris v. City of Boston</i> , 312 F.Supp.2d 108 (D.Mass. 2004)	June
Mid-level public safety supervisors under the Department of Labor's new FLSA regulations.	No case citation.	June
Department of Labor's new FLSA regulations to be implemented on August 23, 2004.	No case citation.	July
Unions are not proper parties in FLSA lawsuits.	<i>Scott v. City of New York</i> , 340 F.Supp.2d 371 (S.D.N.Y. 2004)	August
Court interprets new firefighter-paramedic exemption under FLSA in employer's favor.	<i>Weaver v. City and County of San Francisco</i> , 2004 WL 422626 (N.D.Cal. 2004)	May
Federal Lawsuit		
Tribal police officer has no right to bring federal lawsuit challenging discharge.	<i>Gallegos v. Jicarilla Apache Nation</i> , 2003 WL 22854632 (10th Cir. 2003)	February
Fitness For Duty		
Police department correct in rejecting applicant who was lawyer for being narcissistic.	<i>City of Boston v. Buckley</i> , 811 N.E.2d 524 (Mass.App. 2004)	September
Freedom Of Association		
Court upholds department's "no dating" policy.	<i>Anderson v. City of LaVergne</i> , 371 F.3d 879 (6th Cir. 2004)	August

Freedom Of Speech		
City manager loses free-speech lawsuit.	<i>Curinga v. City of Clairton</i> , 357 F.3d 305 (3rd Cir. 2004)	April
In non-union setting, sergeant can be demoted for giving truthful testimony in court.	<i>Kirby v. City of Elizabeth City</i> , 388 F.3d 440 (4th Cir. 2004)	December
Free speech in the fire station.	<i>Parow v. Kinnon</i> , 300 F.Supp.2d 256 (D.Mass 2004)	April
Fired Ohio deputy loses lawsuit claiming his political activities were at the root of his discharge.	<i>Russo v. Budd</i> , 2004 WL 784126 (6th Cir. 2004)	July
Demands for resignations of top prison officials protected by first amendment.	<i>Scott v. Godwin</i> , 147 S.W.3d 609 (Tex.App. 2004)	November
Garrity Rule		
Attorney can be sued for malpractice for not understanding <i>Garrity</i> rule.	<i>Backstreet v. Hopp & Flesch, LLC</i> , 2004 WL 2002534 (Colo.App. 2004)	October
Major <i>Garrity</i> case holds failure to continue unpaid suspension pending resolution of criminal charges violates due process.	<i>Franklin v. City of Evanston</i> , No. 03-2127 (7th Cir. 2004)	November
Grievance Procedure		
Ambiguous e-mail message results in lost grievance due to timeliness defect.	<i>City of Bremerton and International Association of Fire Fighters, Local 437</i> , 03-2 ARB ¶3503 (CCH)(Gedrose, 2003)	February
Healthcare Issues		
Employer rebuts presumption that officer's stroke cause by the job.	<i>Cloninger v. City of Dyersburg</i> , 2004 WL 1933399 (Tenn. 2004)	October
City's doctor dances on edge in firefighter's heart-lung case.	<i>Dillon v. Workers' Compensation Appeal Board (City of Philadelphia)</i> , 853 A.2d 413 (Pa.Cmwlth. 2004)	September
Hours Of Work		
Employer not allowed to transfer deputy from swing shift because of attitude.	<i>Teamsters Local 2 and Lincoln County Sheriff's Department</i> , 03-2 ARB ¶3556 (CCH)(Calhoun, 2003)	February
Insurance		
Arbitration panel had authority to award post-retirement health insurance.	<i>Borough of Hanover v. Hanover Borough Police Officers Association</i> , 850 A.2d 765 (Pa. Cmwlth. 2004)	August
Officer's personal insurance does not provide uninsured motorist coverage for on-duty accident.	<i>Jackson v. Jones</i> , 804 N.E.2d 155 (Ind.App. 2004)	April
Internal Affairs Issues		
Court orders disclosure of internal affairs file.	<i>Herald Co., Inc. v. Kent County Sheriff's Department</i> , 680 N.W.2d 529 (Mich.App. 2004)	April
Police department wins battle with P.O.S.T. board over internal affairs files.	<i>Jackson v. Mills</i> , 142 S.W.3d 237 (Mo.App. 2004)	November
Department did not unreasonably fail to conduct IA investigation into sex allegations against deputy later proven to be serial rapist.	<i>Smith v. Lafayette Parish Sheriff's Department</i> , 874 So.2d 863 (La.App. 2004)	June
Job Duties		
Court settles battle over control of sheriff's office.	<i>Linehan v. Rockingham County Commissioners</i> , 855 A.2d 1271 (N.H. 2004)	September
Temporarily assigning deputy to light-duty job does not obligate employer to continue light-duty assignment.	<i>Shannon v. Sheahan</i> , 2003 WL 22937924 (N.D.Ill. 2003)	January
Gender can be a bona fide occupational job qualification.	<i>Washington County Correction Facility</i> , 03-1 ARB ¶3482 (CCH)(Miles, 2003)	February
Employer has right to correct promotional letter that mistakenly granted employee job tenure.	<i>White v. Vallejo</i> , 2004 WL 68796 (Cal.App. 2004)	March

Just Cause		
San Jose city manager lacks authority to place “just cause” provision in fire chief’s contract.	<i>Brooks v. City of San Jose</i> , 2003 WL 22905243 (Cal.App. 2003)	January
Department manual does not give deputy who demanded free food from Popeye’s right to job.	<i>Gillis v. Wooten</i> , 2004 WL 1406299 (Tex.App. 2004)	August
Overtime		
Police department not allowed to convert off-duty overtime work to on-duty straight-time status.	<i>City of Bloomington, Illinois and Policemen’s Benevolent and Protective Association</i> , (Betts, 2004)(unreported decision; copies available from LRIS)	December
Louisville fire chiefs entitled to overtime.	<i>Kaelin v. City of Louisville</i> , 2004 WL 1046372 (Ky.App. 2004)	July
Post Traumatic Stress Disorder		
Officer loses PTSD claim arising out of automobile accident.	<i>Shelton v. City of Springfield</i> , 130 S.W.3d 30 (Mo.App. 2004)	May
Preferential Treatment		
Applicant loses bid for preference for police job based on father’s on-duty death.	<i>Lawlor v. Civil Service Commission</i> , 811 N.E.2d 525 (Mass.App. 2004)	September
Probationary Officers		
Pennsylvania court finds it illegal to discharge probationary officer for union activities.	<i>Gehring v. Pennsylvania Labor Relations Board</i> , 850 A.2d 805 (Pa.Cmwlth. 2004)	July
Probationary Period		
Contract supersedes city charter with respect to duration of probationary period.	<i>Ste. Marie v. City of Dayton</i> , 2004 WL 231780 (6th Cir. 2004)	April
Promotional Examinations		
Testing process “fair and equitable” since resource materials permitted for all candidates.	<i>City of Edmund and Fraternal Order of Police, Lodge 136</i> , 03-2 ARB ¶3550 (CCH)(Bankston, 2003)	February
Promotional Rules		
West Virginia civil service boards do not have the authority to declare vacancies for promotion purposes.	<i>Pugh v. Policemen’s Civil Service Commission of the City of City of Berkeley</i> , 590 S.E.2d 691 (W.Va. 2003)	January
Racial Discrimination		
Minority officers unsuccessful in lifting Chicago PD’s limit on promotion.	<i>Allen v. City of Chicago</i> , 351 F.3d 306 (7th Cir. 2003)	January
Officer who suggested scheme to steal from drug dealers loses race discrimination lawsuit.	<i>Mizell v. Miami-Dade County</i> , 2004 WL 2414426 (S.D.Fla. 2004)	December
Firefighter’s “proper African-American” discrimination claim fails in court.	<i>Nelson v. City of Saint Paul</i> , 2003 WL 22888861 (D.Minn. 2003)	January
Lieutenant assigned to do-nothing job not victim of race discrimination.	<i>Sloan v. City of Pittsburgh</i> , 2004 WL 1932633 (3rd Cir. 2004)	November
Officer loses \$1.72 million judgment on appeal.	<i>Williams v. City of Akron</i> , 2003 WL 23095251 (OhioApp. 2003)	March
Residency Requirements		
Court upholds Arbitrator’s opinion relaxing residency requirements.	<i>City of Calumet City v. Illinois Fraternal Order of Police Labor Council</i> , 801 N.E.2d 147 (Ill.App. 2003)	January
Retirement		
Former Newark fire chief allowed to receive pension and serve as fire director.	<i>Kossup v. Board of Trustees</i> , 859 A.2d 721 (N.J.Super.A.D. 2004)	December
Chicago firefighters and police officers lose challenge to mandatory retirement age.	<i>Minch v. City of Chicago</i> , 92 FEP Cases (BNA) 942 (7th Cir. 2004)	June
Pardoned police officer not entitled to reinstatement of retirement.	<i>Yasak v. Retirement Board of the Policemen’s Annuity and Benefit Fund of Chicago</i> , 357 F.3d 677 (Ill. 2004)	April

Right To Privacy		
Corrections nurse wins HIV disclosure case.	<i>Abril v. Department of Corrections</i> , 884 So.2d 206 (Fla.App. 2004)	October
South Carolina court orders department to turn over deputies' disciplinary records and complaint information.	<i>Burton v. York County Sheriff's Department</i> , 594 S.E.2d 888 (S.C.App. 2004)	July
Sexual Discrimination		
Court awards Chicago police lieutenant \$193,000 plus "front pay" in sex discrimination case.	<i>Deloughery v. City of Chicago</i> , 2004 WL 1125897 (N.D.Ill. 2004)	July
Threat of no transfer to road patrol not sufficient "adverse action" to trigger sex discrimination rights.	<i>Kosakowski v. Sturgill</i> , 2004 WL 1092788 (Ky.App. 2004)	July
Officer wins \$1 in damages, \$10,000 in attorney fees.	<i>Picou v. City of Jackson, Mississippi</i> , 2004 WL 388957 (5th Cir. 2004)	May
Supervisor's relationship with paramour can constitute sexual discrimination against other employees in the unit.	<i>Ritchie v. Department of State Police</i> , 805 N.E.2d 54 (Mass.App. 2004)	May
Sexual Harassment		
Firefighter wins \$1.2 million in sexual harassment lawsuit.	<i>Bianchi v. City of Philadelphia</i> , 2003 WL 22490388 (3rd Cir. 2003)	February
Same-sex sexual harassment in a public safety agency.	<i>Cromer-Kendall v. District of Columbia</i> , 326 F.Supp.2d 50 (D.D.C. 2004)	September
Sexually-harassing deputy loses racial discrimination lawsuit.	<i>Loera v. Imperial County Sheriff's Department</i> , 2003 WL 22925257 (Cal.App. 2003)	February
To be basis for lawsuit, harassment must be because of employee's protected class.	<i>McKenzie v. Milwaukee County</i> , 381 F.3d 619 (7th Cir. 2004)	October
Supreme Court hold employers may not be automatically liable even if sexual harassment is so severe that employee resigns.	<i>Pennsylvania State Police v. Nancy Drew Suders</i> , http://supct.law.cornell.edu/supct/html/03-95.ZS.html (June 14, 2004)	July
Female police officer's job not sufficiently "hellish" to constitute sexual harassment.	<i>Ptasnik v. City of Peoria</i> , 2004 WL 435894 (7th Cir. 2004)	May
Sick Leave		
Court imposes limitation on employer's right to ask questions about sick leave use.	<i>Transport Workers Union of America v. New York City Transit Authority</i> , 2004 WL 2284391 (S.D.N.Y. 2004)	December
Stress Disability		
Discovery of body of suicide victim does not lead to stress disability.	<i>Simons v. Municipal Fire & Police Retirement System of Iowa</i> , 2004 WL 1396131 (Iowa.App. 2004)	August
Taxes		
Employer required to follow IRS instructions with respect to firefighter's withholding.	<i>Herip v. City of Cleveland</i> , 2003 WL 22861835 (OhioApp. 2003)	January
Termination		
Officer allowed to sue department after fourth unsuccessful termination.	<i>Buric v. Kelly</i> , 2003 WL 22990082 (S.D.N.Y. 2003)	February
Terminated officer must choose between civil service, arbitration remedies.	<i>Canavan v. Civil Service Commission</i> , 802 N.E.2d 126 (Mass.App. 2004)	March
Firefighter not under duress when he signed in-lieu-of-termination agreement	<i>Clark v. Riverview Fire Protection District</i> , 354 F.3d 752 (8th Cir. 2004)	March
Charges against captain not specific enough to sustain termination.	<i>McIntyre v. Washington State Patrol</i> , 2004 WL 238014 (Wash.App. 2004)	April
In major case, Court overturns officer's discharge because of illegal search of desk, improper questioning.	<i>Mullican v. City of Ontario</i> , 2004 WL 858721 (Cal.App. 2004)	June
"Temporal Proximity" not enough to establish retaliation claim.	<i>Zsenyuk v. City of Carson</i> , 2004 WL 1157677 (9th Cir. 2004)	July

Training Standards		
Rhode Island's swimming requirement for police officers.	<i>State v. Partington</i> , 847 A.2d.272 (R.I. 2004)	July
Transit		
Transit police department is neither federal nor state agency.	<i>Fraternal Order of Transit Police v. Pennsylvania Labor Relations Board</i> , 838 A.2d 866 (Pa.Cmwlt. 2003)	February
Unfair Labor Practice		
Throwing copy of contract at union representative ruled an unfair labor practice.	<i>Pennsylvania State Corrections Officers Association</i> , 34 PPER ¶123 (Pa. LRB ALJ 2003)	March
Refusing to agree to other party's timetable for bargaining is not an unfair labor practice.	<i>Scioto Township v. Scioto Township Fire Fighters, Local 4000, IAFF</i> , 20 OPER ¶ 214 (Ohio SERB 2003)	May
Uniforms		
Corrections officers win right to wear union pins on uniform.	<i>Sheriff of Worcester County v. Labor Relations Commission</i> , 805 N.E.2d 46 (Mass.App. 2004)	May
Wages		
Police Commissioner wins lawsuit for raise.	<i>Whitman v. City of Troy</i> , 774 N.Y.S.2d 666 (N.Y.Sup. 2004)	May
Weingarten Rights		
Union has right to use attorney as <i>Weingarten</i> representative.	<i>Cheltenham Township v. Pennsylvania Labor Relations Board</i> , 846 A.2d 173 (Pa.Cmwlt. 2004)	May
<i>Weingarten</i> rights apply in criminal setting.	<i>Rochester Police Locust Club Inc. v. City of Rochester</i> (N.Y. PERB ALJ 2004) (Unreported case; copies available from LRIS)	May
Whistleblower Protection		
Monetary damages not available under Georgia Whistleblower statute.	<i>Hughes v. Georgia Department of Corrections</i> , 600 S.E.2d 383 (Ga.App. 2004)	July
Workers' Compensation		
Firefighter's off-duty injury compensable because it would not have been as severe but for previous on-duty injury.	<i>Boyers v. City of Fort Thomas</i> , 2003 WL 22975416 (Ky. 2003)	March
City not obligated to arbitrate grievance over workers' compensation benefits for off-duty work.	<i>City of Rockford v. Unit Six of the Policemen's Benevolent and Protective Association of Illinois</i> , 813 N.E.2d 1083 (Ill.App. 2004)	September
Workers' compensation covers accident in take-home car.	<i>City of Tulare v. Workers' Compensation Appeals Board</i> , 2004 WL 1103025 (Cal.App. 2004)	August
Firefighter loses workers' compensation claim for PTSD	<i>Clark v. City of Asheville</i> , 589 S.E.2d 384 (N.C.App. 2003)	March
Officer killed while working special duty covered by two employers for workers' compensation purposes.	<i>Leach v. Board of Police Commissioners of Kansas City</i> , 118 S.W.3d 646 (Mo.App. 2003)	January
Firefighter's off-duty work as carpenter results in lost workers' compensation claim.	<i>Ott v. Labor and Industry Review Commission</i> , 688 N.W.2d 784 (Wis.App. 2004)	November
Workers' compensation board has right to determine whether officer fathered a child.	<i>Rossa v. Workers' Compensation Appeal Board</i> , 839 A.2d 256 (Pa. 2003)	March
Officer wins claim for hepatitis-C coverage.	<i>Stutzman v. City of Lenexa</i> , 99 P.3d 145 (Kan.App. 2004)	December
New York Police and firefighters not required to prove "heightened risk" in order to receive enhanced workers' compensation benefits.	<i>Theroux v. Reilly</i> , 771 N.Y.S.2d 43 (N.Y. 2003)	January