

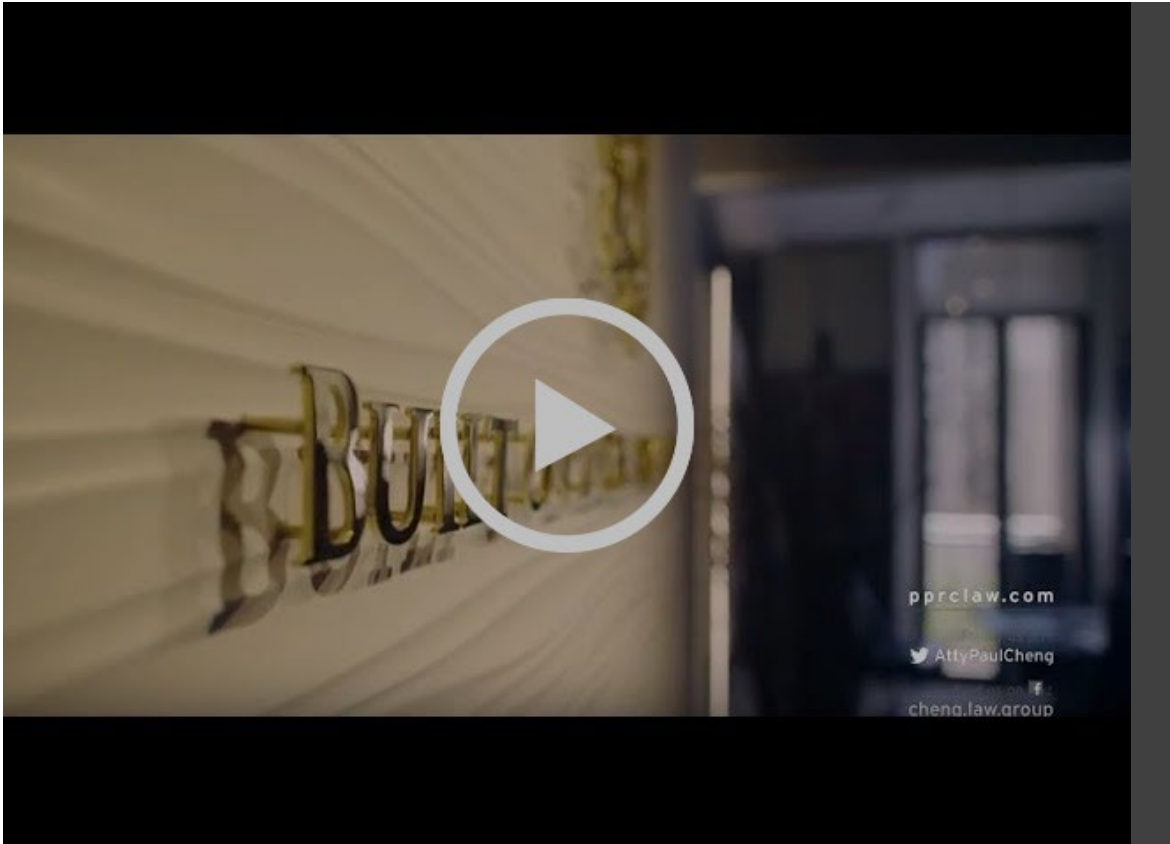


## **Labor Law: What constitutes wrongful termination in California?**

In California, firing an employee is legal for the most part. As an “at-will” state, both the employer and employee can end the working relationship at any time and without notice. However, in California, a wrongful termination claim can be filed in a court of law if an employee believes he or she has been ‘illegally’ fired from the job. Such claims result from an alleged violation of federal or state anti-discrimination laws, employment contracts, or labor laws, including whistle-blower laws. It can also be filed when an employee believes the termination was due to sexual harassment or in retaliation to a complaint or workers’ compensation claim.



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An advertisement for Paul P. Cheng. On the left is a portrait of Paul P. Cheng, a man in a dark suit and purple tie, with his arms crossed. In the background is a group photo of the law firm. The text includes: a crest logo in the top left; a blue geometric logo and the text "Business | Employment | Real Estate" in the top right; the headline "Built on Integrity &amp; Dignity" in blue; a paragraph of text: "Trial Counsel for Employment, Business, and Real Estate Litigation. Changing the way immigrants are treated in society by winning millions in judgments and verdicts on behalf of abused individuals throughout California. Representation of defendant in real estate dispute. Settlement on third day of jury trial for 1% of defendant's potential liability."; the name "Paul P. Cheng" in a script font; the website "www.PPRCLaw.com" and phone number "626.356.8880"; the "Super Lawyers Rising Stars" logo; and the "paradise TOP ATTORNEY" award logo.





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