



APRIL NEWSLETTER 2013

Dear Melanie,

Greetings from Stephen Danz & Associates ("SDA")! In this month's email newsletter, we have provided some important employment law developments in a recent California Supreme Court decision, insight into the recent United States Supreme Court hearing on California's Proposition 8 and details regarding SDA's professional referral program. Additionally we have included information about an exclusive opportunity to join the the Angel Flight West Chairman's Cup charity event from June 26th- June 27th in beautiful Monterey, California.



We hope you will join us to play a round of golf at the world famous Pebble Beach Golf Links and another round of golf at the exclusive Monterey Peninsula Country Club and a spectacular dinner. Further details relating to the charity event and Angel Flight West are provided below. We look forward to hearing from you soon.

Best Wishes,

Stephen Danz
Melanie Porter



Angel Flight West



Angel FlightWest ("AFW") is a nonprofit, volunteer-driven organization that arranges free, non-emergency air travel for children and adults with serious medical conditions and other compelling needs. SDA's own Stephen Danz is a former AFW chairman of the board and a continuing pilot.

AFW's network of 1,200 pilots throughout the 13 western states donate their aircraft, piloting skills, and all flying costs to help families in need, enabling them to receive vital treatment that might otherwise be inaccessible because of

California Supreme Court Issues "Mixed-Motive" Decision Substantially Limiting Damages Available to Employees

A recent California Supreme Court opinion issued on February 7, 2013 in *Harris v. City of Santa Monica* (No. S181004) (Cal. Feb. 7, 2013) will have a far reaching impact on discrimination claims under the Fair Employment and Housing Act ("FEHA"). The FEHA is a California law that prohibits discrimination in the workplace based on protected categories of persons, such as race, age, disability and sexual orientation. Cal. Gov. Code § 12940(a).



The Harris case involved a former bus driver who sued her former employer, the City of Santa Monica, alleging she was wrongfully terminated and discriminated against due to her pregnancy, a form of sex discrimination prohibited by the FEHA. The City contended they had legitimate business reasons for terminating Ms. Harris, namely because she was involved in two preventable minor accidents and failed to give one-hour's notice that she would not be timely reporting to her scheduled shift as required by the City's policies.

Click [here](#) to read entire article on our website.

View full [California Supreme Court opinion](#)

U.S. Supreme Court Hears Oral Arguments on Prop 8 and DOMA



Last week, the United States Supreme Court held oral arguments in *Hollingsworth v. Perry*, a highly

financial, medical or geographical limitations.



Angel Flight West Chairman's Cup June 24-25 Monterey, CA



Please join AFW for an exclusive opportunity to golf a round at the Monterey Peninsula Country Club and a round at the world-famous Pebble Beach Golf Links.

Donations range from \$5,000-\$7,000 and include the above-referenced rounds of golf, overnight lodging at The Inn at Spanish Bay, which includes all means and a special dinner.

Your contribution helps make these Flights of Hope possible! For further information, please visit AFW's website here or email Janet Cathcart at



controversial case regarding the constitutionality of Proposition 8 ("Prop 8"). Prop 8 is a 2008 California ballot initiative that amended the California constitution to allow only opposite-sex couples to marry, effectively overturning a previous California Supreme Court ruling that granted same-sex couples marriage rights. The U.S. Supreme Court also heard oral arguments last week on *Windsor v. United States*, which likewise challenges the constitutionality of the Federal Defense of Marriage Act ("DOMA").

janetc@angelflightwest.org.

The saga began soon after the initiative's passage when several lawsuits challenging the constitutionality of Prop 8 were filed both in federal and state court. In *Strauss v. Horton* (2009) 46 Cal.4th 364, the California Supreme Court ruled that Prop 8 was a valid enactment under California law. The following year, Judge Vaughn Walker of the United State District Court for the Northern District of California held Prop 8 was unconstitutional on the grounds that it violated the Equal Protection and Due Process Clauses of the Fourteenth Amendment to the U.S. Constitution. In 2012, the Ninth Circuit upheld the district court's decision without deciding whether the Constitution protects the rights of same-sex marriage in all states. The Ninth Circuit based its decision on the ground that California could not grant the right to same sex marriage as it had done through *In re Marriage Cases* (2008) and then take it away.

Click [here](#) to read entire article

Our Attorney Referral Program

 Our Referral Program can be your own profit center! We pay generous referral fees (20-25% gross net) paid immediately to attorneys upon case closure in accordance with the California State Bar Rules and reciprocal referrals where appropriate. We also provide regular updates on your referred cases. 

Please contact Stephen Danz to discuss your potential referrals at (877)789-9709 or stephen.danz@employmentattorneyca.com

Visit our website <http://www.employmentattorneyca.com/>

Client Commendation

"I can't say enough good things about Stephan Danz & Associates. Our case was particularly challenging, one that would likely have frightened off less skilled attorneys. Steve personally addressed our case, guiding us calmly through every step, ensuring that the process was civil and dignified. In the end, Steve negotiated a tremendous settlement for my co-plaintiff and me. Although more than 5 years have passed since our case began, I continue to send clients to Steve and his impressive team of attorneys."

- Susan C.

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