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PRACTICE GUIDE · EMPLOYMENT LAW

Authorities Table

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Authority	Subject
Cal. Gov. Code § 12940	FEHA core prohibitions
Cal. Gov. Code § 12960	CRD complaint windows; AB 9 three-year extension
Cal. Lab. Code § 1102.5	Whistleblower retaliation
Cal. Lab. Code § 226	Itemized wage statements
Cal. Lab. Code § 226.7	Meal/rest premiums
Cal. Lab. Code § 925	Out-of-state forum void
Cal. Lab. Code § 2698 et seq.	PAGA
Cal. Bus. & Prof. Code § 16600	Categorical non-compete prohibition
Cal. Bus. & Prof. Code § 16600.1	AB 1076 notice requirement
Cal. Bus. & Prof. Code § 16600.5	SB 699 private right of action
Cal. Civ. Code § 1542	Unknown-claim release rule
Tameny v. Atlantic Richfield Co. (1980) 27 Cal.3d 167	Public-policy wrongful discharge
Edwards v. Arthur Andersen LLP (2008) 44 Cal.4th 937	No "narrow restraint" exception
Harris v. City of Santa Monica (2013) 56 Cal.4th 203	Substantial-motivating-factor standard
State Dept. of Health Services v. Superior Court (2003) 31 Cal.4th 1026 (*McGinnis*)	Avoidable-consequences in FEHA

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Authority	Subject
Romano v. Rockwell Internat., Inc. (1996) 14 Cal.4th 479	Limitations period accrues on actual termination
Dynamex Operations W., Inc. v. Superior Court (2018) 4 Cal.5th 903	ABC test
AMN Healthcare, Inc. v. Aya Healthcare Servs., Inc. (2018) 28 Cal.App.5th 923	Employee non-solicits void
Whyte v. Schlage Lock Co. (2002) 101 Cal.App.4th 1443	No inevitable-disclosure in California
Adolph v. Uber Technologies, Inc. (2023) 14 Cal.5th 1104	PAGA representative standing post-arbitration
Viking River Cruises, Inc. v. Moriana, 596 U.S. 639 (2022)	FAA preemption of PAGA splitting rule

Practice Employment Law

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