



Stefanie K. Vaudreuil

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EXPERIENCE

Stefanie Vaudreuil has spent her legal career providing counsel and advice to and litigating on behalf of public agencies, including fire departments/districts, law enforcement, cities, counties, special districts, school districts, charter schools, community colleges, and county offices of education. Stefanie also is experienced in advising and representing independent schools. Stefanie, the daughter of a retired fire marshal, has a special interest in working with fire departments and districts. She understands and appreciates the unique culture that is the fire service.

Stefanie regularly and promptly advises public agencies and independent schools on all aspects of employment law, including employee leaves, disability accommodation and interactive process, discipline, first amendment rights, employment contracts, agency policies and procedures. In addition to providing employment law advice, Stefanie advises independent schools on a wide variety of subjects, such as pupil records, school security, student discipline, enrollment contracts, suspensions and expulsions, student harassment, international students, restraining orders, among others.

Stefanie represents public agencies at administrative hearings for employee discipline appeals and employee grievances arising out of bargaining agreements. She also is an experienced litigator representing public agencies and independent schools in state and federal courts at all phases of litigation from initial pleadings through appeal. Stefanie has obtained favorable results through negotiated settlements, dismissal at the initial pleading stage, summary judgment, trial, and appeal. Stefanie has successfully argued before the California State Court of Appeal.

Prior to joining Liebert Cassidy Whitmore, Stefanie was a partner in a national law firm, where she represented public and private employers in discrimination, harassment, wage and hour, and civil rights litigation. Before that, Stefanie was an associate with a firm that exclusively represented California K-12 school districts and county offices of education.

Stefanie is also a contributing author to the firm's [California Public Agency Labor & Employment Blog](#).

EDUCATION

JD, Whittier Law School
MA, California State University, Sacramento
BA, California State Polytechnic University, Pomona

LEGAL EXPERTISE

Employment Law
Investigations

Labor Relations & Collective Bargaining
Litigation Services
Private Education
Public Education
Public Safety

REPRESENTATIVE MATTERS

ADMINISTRATIVE HEARINGS

Firefighter/Paramedic v. City (2015) - Administrative law judge upheld the termination of two paramedic/firefighters who provided inadequate care to multiple patients.

DISCIPLINARY APPEALS

Arbitrator Upholds Police Sergeant Termination (November 2016) - In a case involving similar allegations as the August 2016 case noted below, a sergeant was terminated for submitting false reports to the federal government, overtime abuse, and incompetence. The sergeant claimed to be conducting "investigations and surveillance" on overtime shifts that were paid for by a grant from the federal government. The enforcement grant required officers to engage in self-initiated enforcement activity or investigations but only if done in accordance with a department approved an operational plan. Officers working the overtime were required to submit daily activity reports to the federal government describing the activity conducted on the overtime shift. On a regular basis and for a significant period of time, the sergeant submitted false reports to the federal government regarding his alleged activity.

Arbitrator Upholds Police Sergeant Termination (August 2016) - A sergeant was terminated from his employment based upon findings that he engaged in overtime abuse and submitted false reports to the federal government. The sergeant was working overtime shifts that were paid for by a grant from the federal government to assist in certain federal law enforcement activity. The grant was an "enforcement grant," which required the individual officers working the overtime shift to engage in self-initiated enforcement activity and backup regular shift officers only when necessary. Officers were then required to submit daily activity reports to the federal government, documenting what enforcement activity relevant to the grant they conducted during the shift. The reports were submitted by the officers directly to the federal government.

LITIGATION

Western University of Health Care Sciences et al. (2015) - Plaintiff sued the University for alleged violations of the California Fair Employment and Housing Act (FEHA). In June 2013, plaintiff was terminated from her employment due to poor performance. Subsequently, she filed the lawsuit alleging she was discriminated against because of a disability and race and harassed because of a disability. The University submitted a motion for summary judgment, or in the alternative summary adjudication, which was granted in its entirety by the Los Angeles County Superior Court. The court determined that the University met its burden of proving it had legitimate, nondiscriminatory reasons for terminating plaintiff's employment and that plaintiff had no evidence to prove she was discriminated against or harassed. Judgment was entered in favor of the University.

South Pasadena Police Officers Assn. v. City of South Pasadena (2015) - California Court of Appeal upheld judgment in favor of the City upon labor unions' petition for a writ of mandate to compel the City to revoke its change in contributions to retiree medical insurance. The Court found no violation of the U.S. or California Constitutions when, after exhausting meet and confer processes, the City unilaterally imposed a

change in the City's contribution to the retiree medical insurance for current employees. The Court held the MOU's promise of retiree medical contributions was only binding until the expiration of the MOU. Employees who did not retire during the term of the MOU had no vested right to any level of City contributions to retiree medical after the MOU expired and another MOU entered into or an imposition of terms and conditions of employment after impasse.

McCurdy v. Western University of Health Care Sciences et al. (2015) - Plaintiff Jullie McCurdy sued the University for alleged violations of the California Fair Employment and Housing Act (FEHA). In June 2013, plaintiff was terminated from her employment due to poor performance. Subsequently, she filed the lawsuit alleging she was discriminated against because of a disability and race and harassed because of a disability. The University submitted a motion for summary judgment, or in the alternative summary adjudication, which was granted in its entirety by the Los Angeles County Superior Court. The court determined that the University met its burden of proving it had legitimate, nondiscriminatory reasons for terminating plaintiff's employment and that plaintiff had no evidence to prove she was discriminated against or harassed. Judgment was entered in favor of the University.

NEGOTIATIONS

Casa Ramona Academy Charter School - Teachers Association.

AFFILIATIONS

Robert A. Banyard Inn of Court (2001-2011)

PUBLICATIONS

Implanted Microchips: The (Dystopian?) Future of Employee Monitoring, Jul 12, 2019

Leaving the Leaves to Someone Else: What Employers Should Know About Third Party Leave of Absence Administration, Apr 24, 2019

Real Strange Employment Cases About Real People, Oct 30, 2018

Department of Fair Employment and Housing Issues New Regulations on National Origin, Immigration-Related Practices, and Language and Height/Weight Restrictions, Jul 31, 2018

A #MeToo Legislative Reckoning is Coming to California in 2018, May 1, 2018

The Annual Look at the Weird, Wacky and Just Plain Strange Employment Lawsuits, Dec 5, 2017

Retaliation Claims- Unique Concerns And How To Be Prepared, Aug 10, 2017

California Legislation to Watch in The Final Journey to the Governor's Desk, May 30, 2017

For Better or Worse: Ten Years of the Firefighters Procedural Bill of Rights Act, Feb 2, 2017

Yes, these are real cases involving real people!, Jan 9, 2017

Third Annual Review of Unbelievable Employment Cases, Nov 22, 2016

Employers, Prepare for the Wave of Unequal Pay Litigation, Sep 14, 2016

Revisiting Transgender Employment Issues, Jun 2, 2016

Avarice. Desperation. Moral Bankruptcy. Should Employers Care What Motivates Employee Theft?, May 10, 2016

Disciplining an Employee Who Filed a Workers' Compensation Claim - Is it Possible?, Apr 29, 2016

Yes, You Can Discipline an Employee Even Though He Filed a Workers' Compensation Claim, Mar 1, 2016

Help! My Employee Is a Pill Popper, Dec 29, 2015

Your Employee Did What?? - HR Lessons Learned From Real Cases - 2015 Edition, Aug 26, 2015

The California Supreme Court Holds that a Supervisor's Daily Log is not a "File Used for Any Personnel Purposes" Under the Firefighters Procedural Bill of Rights, Aug 24, 2015

Up in Smoke: Is Ross v. RagingWire Telecommunications, Inc. Still Relevant to Employers?, Jun 23, 2015

A Supervisor's Daily Log is Considered an "Other File Used for Any Personnel Purposes" under the FBOR, Jun 9, 2015

Tattoos. Piercings. The Workplace. Like it or Not, the Millennials are the Future Workforce., Apr 7, 2015

Let's Talk About Sex (in the Workplace), Feb 5, 2015

Year-End Review of California's Notable Employment Decisions, Dec 2, 2014

Your Employee Did What?? - HR Lessons Learned From Real Cases, Sep 30, 2014

PRESENTATIONS

Firefighters Procedural Bill of Rights Act, San Diego ERC, Vista, Apr 9, 2020

Key Legal Principles for Public Safety Managers - POST Management Course, Peace Officer Standards and Training - POST, San Diego, Feb 25, 2020

Iron Fists or Kid Gloves: Retaliation in the Workplace, Imperial Valley ERC, El Centro, Feb 6, 2020

Addressing Workplace Violence, Imperial Valley ERC, El Centro, Feb 6, 2020

Advanced Investigations of Workplace Complaints, San Diego Fire Districts, Bonita, Jan 15, 2020

Key Legal Principles for Public Safety Managers - POST Management Course, Peace Officer Standards and Training - POST, San Diego, Jan 7, 2020

Supervisor's Guide to Public Sector Employment Law, North San Diego County ERC, San Marcos, Nov 5, 2019

Managing the Marginal Employee, North San Diego County ERC, San Marcos, Nov 5, 2019

Key Legal Principles for Public Safety Managers - POST Management Course, Peace Officer Standards and Training - POST, San Diego, Oct 29, 2019

Preventing Workplace Harassment, Discrimination and Retaliation, Port of San Diego, San Diego, Oct 7, 2019

The Impacts of #MeToo and #TimesUp on Public Safety Agencies, California Fire Chiefs Association (CFCA) Annual Conference, Ontario, Sep 26, 2019

Key Legal Principles for Public Safety Managers - POST Management Course, Peace Officer Standards and Training - POST, San Diego, Sep 10, 2019

SB 1421 & AB 748 Regulations, California Law Enforcement Association of Records Supervisors (CLEARs) Region III Training, Carlsbad, May 29, 2019