

For the International Municipal Lawyer's Association - IMLA's 5 things to know for March 19th

1. Today we'll mention a couple of cases that involve fire departments. The first is a case out of Illinois and the 7th Circuit where a city required employees to live within the city limits. A firefighter for the city had a residence in the city, but rented out all but basement living quarters to a family and received mail there ostensibly maintaining the residency there. However, the firefighter actually slept at another of the firefighter's homes in another city with the family. Resident? No. You're fired.

<http://media.ca7.uscourts.gov/cgi-bin/rssExec.pl?Submit=Display&Path=Y2018/D03-15/C:17-1424:J:Bauer:aut:T:fnOp:N:2123710:S:0>

2. In California, an intermediate appellate court was asked to review a substantial jury verdict against a fire department for age discrimination. The legislature had taken umbrage at an appellate court decision finding that an employer's decision to terminate an employee based on salary savings could not be used as evidence of age discrimination and enacted a law allowing that proof. In this case the firefighter showed that salary savings was a basis for being terminated and recovered over half a million dollars in lost pay and almost a million dollars in attorney's fees.

<http://www.courts.ca.gov/opinions/documents/D072852.PDF>

3. Moving away from fire but also in California an intermediate appellate court reviewed the question of whether San Diego could allow wireless sites in its parks despite charter language requiring that dedicated parks could not be converted to other uses without a referendum. The court concluded that allowing the wireless sites did not run afoul of the charter as the use did not change the overall usage from a park. Congratulations to City Attorney Mara Elliott and Glenn Spitzer Deputy City Attorney for a great win.

<http://www.courts.ca.gov/opinions/documents/D071863.PDF>

4. In the 4th Circuit, that court recently concluded that South Carolina laws directed at prohibiting people from disturbing schools or disorderly conduct could be challenged in a class action by students and a group who each allege having their free speech rights chilled. The lower court found the complainants lacked standing, not so the 4th Circuit panel that reviewed that decision.

<http://www.ca4.uscourts.gov/opinions/171367.P.pdf>

5. For chief legal officers and their top deputies, we're having a really interesting and dynamic program at the Seminar. The program will feature discussions on law office management issues such as document management software, the opioid crisis, and leadership. The leadership program may be one of the most interesting we've ever presented. As you'll learn leadership and management principles learned from

preparing for and racing in the Iditarod from Gunnar Johnson, City Attorney for Duluth Minnesota.

<http://imla.org/events/seminars#CLOF>

Don't wait to register for that program or the hotel and our Seminar. Get more from IMLA by joining. Not a member? Contact us. Sign up at www.imla.org . Have a great day and make it an inspirational one.