

McNICHOLAS & McNICHOLAS LLP

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Laws That Protect and Save Those Who Protect and Save

California's Kin Care Law – What Does It Mean for You?

California Labor Code Section 233, also known as the “Kin Care” Act, requires your employer to allow the use of up to half of your accrued and available sick leave entitlement to attend to the care, support, and/or illness of those defined as “kin” under the statute. The law was expanded to include you under the definition of “kin.” Also, because law enforcement and firefighters accrue 100% of their sick time on day one of the year, the application of the law can be tricky. Learn more [here](#).



Know Your Rights: A Guide to Internal Affairs Investigations in California

As a law enforcement officer, you are aware that at certain times Internal Affairs (IA) investigates officers accused of misconduct (internal or external) and possible criminal activity. Whether you are the accused or simply a witness, it is imperative to understand your rights and how your statements can be used. To that end, the [Peace Officer Bill of Rights](#) is the system of laws that govern how your agency can interact with you and what protections you are afforded. Read it. Understand it. It is there to protect you. Read more [here](#).

Legal Responders Protecting California's First Responders



Lawsuit Filed: Officer Alleges Retaliation for Being a Potential Witness in Cases Against The Department Concerning Their Use of FI Cards

McNicholas & McNicholas, LLP filed a lawsuit against the City of Los Angeles and the Los Angeles Police Department on behalf of several officers who were made scapegoats for



LAPD Officers Vindicated with Judgments by the City of Los Angeles Over “Blue Flu” Accusations

McNicholas & McNicholas, LLP obtained judgments from the City of Los Angeles on behalf of four LAPD officers who were wrongly accused of being part of a so-called “blue flu” sickout during the July 4, 2020

the LAPD's FI card problems. After the LAPD was given notice that *The Los Angeles Times* was going to publish a story about a certain officer allegedly mislabeling FI Cards, the LAPD relieved our five clients (who had nothing to do with the officer in the story) – we believe to try and show the public they were doing something and to send a message to other officers to toe the line. Read more [here](#).

weekend and were illegally disciplined. The Department violated multiple sections of the Labor Code, which are strict liability under the Kin Care Act, and their internal policies on the subject. Read more [here](#), also covered by [The Los Angeles Times](#).

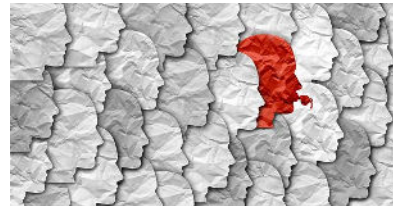
\$950K Settlement Secured for Los Angeles County District Attorney Investigative Veteran

McNicholas & McNicholas, LLP obtained a \$950,000 settlement on behalf of a veteran Senior Investigator ("SI") with the Los Angeles County District Attorney ("LACDA") who suffered retaliation for reporting sexual harassment and discrimination by her Sergeant. The retaliation escalated after refusing to mediate. Read more [here](#).



El Segundo Police Officer Demoted: Retaliation Lawsuit Filed

An El Segundo police officer with over two decades on the job publicly spoke out against city budget cuts that jeopardized public safety and the El Segundo PD's ability to properly serve the public. As a direct result, he was denied promotion and retaliated against. The case is now pending.



The Latest Whistleblower Lawsuits: Santa Barbara Sheriffs Strike Back

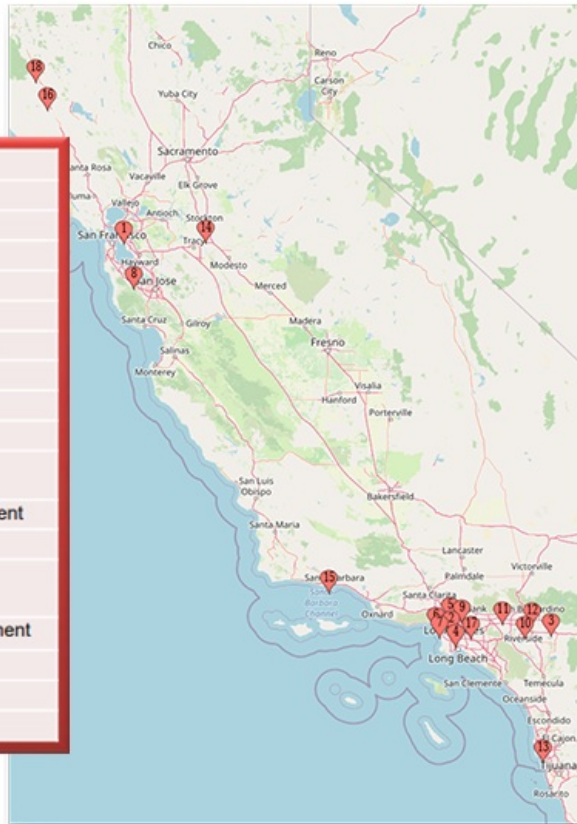
Three Santa Barbara Sheriffs filed a lawsuit in November 2020 for retaliation when all three Plaintiffs reported the inappropriate handling of drugs and the use of confidential informants within the prison. Once the illegal acts were reported, management circled the wagons against the three sworn with decades and decades on the job.

Retaliation included removal of badges and guns, allegations of timecard fraud, placement on administrative leave, Senior Deputy responsibilities stripped away, restrictions to apply for the special response team, 40 hours of unpaid leave and a transfer to a different location.

About McNicholas & McNicholas, LLP

For more than three decades, McNicholas & McNicholas, LLP, has represented firefighters, police officers, sheriffs' deputies and other government agency members when their rights have been violated around the state. This map shows some of the locations where we have, and are, representing such clients.

- 1 Berkeley Fire Department
- 2 California Highway Patrol
- 3 Calimesa Fire Department
- 4 Compton Fire Department
- 5 Glendale Fire Department
- 6 Los Angeles Fire Department
- 7 Los Angeles Police Department
- 8 Palo Alto Police Department
- 9 Pasadena Fire Department
- 10 Riverside Police Department
- 11 San Bernardino County Fire Department
- 12 San Bernardino Police Department
- 13 San Diego Fire Department
- 14 San Joaquin County Sheriff's Department
- 15 Santa Barbara Sheriff's Department
- 16 Ukiah Police Department
- 17 Whittier Police Department
- 18 Willits Police Department



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Wrongful Death | Class Action | Sexual Abuse | Products Liability

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