

## **Firing was wrongful termination, supervisor claimed**

**Amount:**

\$678,723

**Type:**

Verdict-Plaintiff

**State:**

Illinois

**Venue:**

Cook County

**Court:**

Cook County Circuit Court

**Case Type:**

Employment - Retaliation, Wrongful Termination

**Case Name:**

Joyce Rambo and Gregory Rambo v. Village of Olympia Fields, No. 2012-L-004083

**Date:**

January 20, 2016

**Parties**

**Plaintiff(s):**

Joyce Rambo (Female),

Gregory Rambo (Male)

**Plaintiff Attorney(s):**

Roy Olson; Tinley Park, IL, for Joyce Rambo, Gregory Rambo

**Defendant(s):**

Village of Olympia Fields

**Defense Attorney(s):**

## **Facts:**

On Dec. 1, 2011, plaintiff Joyce Rambo, wife of plaintiff Gregory Rambo, was terminated from her position as a supervising record clerk for the Village of Olympia Fields. The Rambos sued Olympia Fields, claiming retaliatory discharge. Rambo's counsel claimed Rambo was terminated in retaliation for filing a workers' compensation claim. Plaintiff's counsel claimed in June 2008 Rambo took a three-month workers' compensation leave for an injury she sustained in 2007. Rambo's counsel maintained after returning from her leave she was demoted without cause. She was promoted back to her prior position in January 2011. Plaintiff's counsel claimed in October 2011 Rambo was accused of embezzlement by a subordinate Rambo had initiated termination proceedings against. Finally, plaintiff's counsel maintained while a subsequent, independent audit produced only questionable evidence funds were missing and no evidence Rambo was involved, Rambo was nonetheless terminated. Defense counsel for Olympia Fields denied retaliatory discharge. The defense argued all adverse job actions taken toward Rambo were for legitimate business reasons. Defense counsel maintained village officials reasonably relied on the results of the audit in Rambo's termination and that the termination took too long after Rambo's workers' compensation claim to qualify as retaliation.

## **Injury:**

Rambo sought \$478,723 for past and future lost income and \$200,000 for past and future emotional distress.

## **Result:**

The jury found Rambo had been wrongfully discharged and awarded her \$678,723.

**Joyce Rambo:** \$478,723 Personal Injury: Past Lost Earnings Capability; \$200,000 Wrongful Death: Past Mental Anguish

## **Trial Information:**

### **Judge:**

James E. Snyder

### **Trial Length:**

7 days

### **Trial Deliberations:**

2 hours

## **Editor's Comment:**

This report is based on information that was provided by plaintiff's counsel. Defense counsel did not respond to the reporter's phone calls.