RIVERA V NIBCO:
A CASE STUDY IN BUMBLING THROUGH MAJOR LITIGATION

Christopher Ho
Senior Staff Attorney,
Legal Aid Society - Employment Law Center

Chris Ho will take students behind the scenes in the precedent-setting litigation in Rivera v Nibco, an employment discrimination action filed by Latina and Southeast Asian former employees at an irrigation manufacturing facility in Fresno, California. The suit alleged that the plaintiffs had been terminated because they failed a written examination administered entirely in English, even though the examination was unrelated to the job and the plaintiffs had performed their jobs adequately for years. Christopher Ho, senior staff attorney with the Legal Aid Society - Employment Law Center, was lead counsel for the Rivera plaintiffs.

Mr. Ho received the California Lawyer Attorneys of the Year (CLAY) Award for his work on Rivera.

Mr. Ho directs Legal Aid Society - Employment Law Center's National Origin, Immigration, and Language Rights Program. He has spoken in numerous public and professional settings on the subject of language rights, and has testified on the subject before Congress and the California Legislature. He has been quoted widely, including in the New York Times, Washington Post, Los Angeles Times, and the San Francisco Chronicle, and has also appeared on National Public Radio, the ABC Evening News, "20/20," Court TV, the American Urban Radio Network, and CNN in connection with a variety of issues. His opinions have appeared in the Chicago Tribune and the Houston Chronicle, as well as on the “Perspective” series on KQED-FM (San Francisco) and in professional publications.