

Know Your Limits

May 2025

Delivery Driver Receives \$50 Million Verdict Due to Being Burned by Scalding Tea—Liability

A California jury awarded a delivery driver \$50 million after he was seriously burned when hot tea spilled on his lap at a drive-through. The negligence lawsuit alleged that the coffee shop employee did not properly wedge the tea firmly enough into the takeout tray. The resulting injuries required skin grafts and other medical procedures, and according to the plaintiff's attorneys, the man suffered permanent and life-changing disfigurement. The defendant, a coffeehouse, has stated they plan to appeal the verdict.

Soccer Player Awarded Over \$20 Million After Surgery Error—Medical Malpractice

A professional soccer player received a \$20.6 million verdict from an Oregon jury after alleging a medical error caused career-ending complications. The plaintiff filed the suit against his team doctor, stating that the surgery mistake led to infections in his legs, requiring him to undergo over a dozen surgeries. According to the plaintiff's attorneys, the man was prepped for surgery and unconscious when the medical center realized that the necessary steel implants and screws were out of stock. Instead of postponing the surgery, the medical team rushed to find a replacement set and sterilized them through the process of Immediate-use Steam Sterilization, informally known as "flashing." According to the plaintiff's attorneys, the process only took a few minutes, whereas metal implants are typically sterilized for hours.

National Drugstore Chain Agrees to \$6.8 Million Settlement After Data Breach—Cyber

A national drugstore chain agreed to settle a class-action lawsuit that arose following a 2024 data breach, and the \$6.8 million settlement received preliminary approval from a Pennsylvania district court judge. According to the lawsuit, hackers accessed the personal data of approximately 2.2 million customers and the company failed to notify the affected individuals for over a month. The suit alleged that information, including names, addresses, birth dates and purchase data, had been compromised. The breach occurred when a cybercriminal impersonated an employee to gain access to the system in 2024 and exposed the information of customers who made purchases through the company between June 2017 and July 2018. The lawsuit further alleged that this breach could have been prevented since another breach impacted the chain in 2023. As part of the settlement, the company agreed to implement enhanced data security measures. Members of the class-action suit are eligible for claims up to \$10,000.

Security Firm Agrees to Pay \$1.6 Million to Settle Sex Discrimination Lawsuit—Employment Practices Liability

A security solutions firm headquartered in Alabama has agreed to settle allegations of discriminatory hiring practices levied by the U.S. Equal Employment Opportunity Commission (EEOC) for \$1.6 million. The EEOC claimed that the firm had denied women security officer jobs and assignments in 2017. The regulators stated the firm's HR database instructed staff to exclude women from being scheduled for certain roles and labeled specific positions as men-only. This occurred despite women having relevant backgrounds. The EEOC also explained that the firm's staff admitted to women applicants that they could not be selected for security roles because of their sex. Per the three-year decree that resolves the lawsuit, the payment must be provided to the women applicants who were denied opportunities for jobs. The firm must also remove instructions that barred women from being hired, assigned or selected based on their sex.
