

## **“What Every Practitioner Should Know About Jury Selection and *Voir Dire* in Employment Cases”**

*Paper prepared by Trial Partners, Inc.<sup>1</sup> on June 15, 2012 for  
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### **Introduction**

Jury selection, in particular *voir dire*, can play a critical role in the outcome of trials. Jury selection is also one of the hardest jobs to do because the lawyer and consultant are essentially trying to predict the future behavior of a group of strangers. Think about how difficult it would be to predict the behavior of coworkers, friends, and family members!

*Voir dire* is especially important in employment cases, where people often maintain strong attitudes, and nearly everyone has relevant experiences. As such, it is vital to explore these ever-changing, ubiquitous attitudes and experiences during jury selection. Pre-trial research in the forms of mock trials, focus groups, and phone surveys can provide the trial team with an abundance of data to determine what questions should be asked on a juror questionnaire (JQ) and/or during oral *voir dire*, as well as to help create juror profiles to identify the best and worst types of jurors for a specific case. Jurors' responses to questions posed in a JQ or during *voir dire* allow counsel to make informed, educated decisions during jury selection.

This paper covers important considerations before and during jury selection, including both general and specific topics to cover in employment *voir dire* (along with accompanying data), and then it concludes with the increasing number of social media considerations that arise during jury selection.

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<sup>1</sup> This paper was prepared by J. Lee Meihls, Ph.D., Julian Gilbert, Ph.D. and Kally Nelson, Ph.D. at Trial Partners, Inc. in Beverly Hills, CA

## **Important considerations before jury selection**

Identify your case strengths and weaknesses. Before jury selection ever begins, it is essential to identify the strengths and weaknesses in your case. In employment litigation, for example, jurors typically: (1) Identify with the employee; (2) Assume that employees can only be fired for cause; (3) Believe that people's jobs are important for their sense of self-worth and emotional well-being; (4) Believe that employers put profits ahead of their employees; and (5) Are unsympathetic to corporate financial pressures.

Identify your themes. It is also critical to correctly identify your themes, which you can start to relay to the venire during jury selection, hopefully in a mini-opening.

- Plaintiff themes that are commonly used in employment litigation include: (1) Counterfactuals (“If only...”); (2) The Defendant violated its own policies, procedures, and/or rules; (3) Management got rid of an unpopular or outspoken employee; (4) Promises were made to the employee and then broken; (5) There is no loyalty to a long-time employee; (6) The stated reasons for firing were made up; (7) The rules were different for managers versus employees; (8) The working conditions were unsafe for employees; (9) This is a case about the Haves taking more than their fair share at the expense of the Have-Nots (i.e., employees); (10) The employee deserved more chances or accommodation; and (11) The job was everything to the employee and s/he is devastated by the treatment.
- Defense themes that are commonly used include: (1) The Company acted responsibly; (2) The rules must be and were applied equally to all employees; (3) The employee's poor performance and/or misdeeds were serious; (4) The employee received multiple warning / chances to succeed; (5) The job had no contract and was an “at will” position;

(6) There were no complaints until the lawsuit was filed; (7) The Company has good policies and procedures in place and it conducted a full and fair investigation; (8) The Company complied with the law; (9) The employee knew or consented to the pay, benefits, rules, etc.; (10) The supervisor got fired (too, first, etc.) / was a rogue employee; and (11) This is a case about making choices, the need for personal responsibility, and the failed opportunities by the employee to improve.

Request a juror questionnaire (JQ). It often helps to get opposing counsel on board with using a JQ before approaching the court. Using a JQ provides a number of benefits to the jurors, the trial team, and the court. The attorneys are able to obtain candid responses, especially if *voir dire* for a given case will be done by the judge or if it will be limited in time or scope. Many studies have shown that jurors disclose the most relevant information in written questionnaires and, in fact, prefer JQs over oral *voir dire*. According to the Seventh Circuit American Jury Project, of the 303 jurors asked if they would prefer a JQ or oral *voir dire*, 77% ( $n = 233$ ) indicated they would prefer a JQ. Jurors often report high levels of anxiety and feelings of pressure to conform during oral questioning, which is especially true when an authoritative figure like a judge questions the jurors. The majority of jurors also admit they are often less likely to disclose important, relevant information during judge-led *voir dire* than attorney-led *voir dire*, and they are much more likely to disclose relevant and honest answers at side bars or in private *voir dire* than in open court.

Thus, benefits of using a JQ include (but are not limited to):

- Protecting juror privacy. This is especially true when there is a “hot-button” issue, like race discrimination or sexual harassment, at issue in the case and jurors may feel that open-court *voir dire* invades their privacy.

- Identifying any biases the jurors may have, especially if those preconceptions go against social norms or otherwise might embarrass someone to discuss them in a group setting. Additionally, it is easier to identify jurors with biases that could “poison” the panel.
- Saving time for the court and making the process more efficient. JQs offer the parties an effective way of obtaining a good deal of pertinent information on each juror. JQs can be distilled down into one-page summaries, with rankings and follow-up questions for each juror, to help keep the attorney organized and make the *voir dire* process easier. For two samples of one-page summaries from an actual employment case in California in 2011, please see Appendix A.
  - o It is best to avoid adding work for the court staff or to ask to utilize the court’s resources. When possible, offer to provide pens and clip boards, and to make copies of the blank JQs for the jurors to complete, as well as make copies of the completed JQs.

Even if the request for a juror questionnaire is denied, it might increase the chances that the judge will ask additional *voir dire* questions or allow more latitude for attorney *voir dire* on important and relevant topics.

Request a mini-opening. If possible, write a mini-opening that should last no more than three minutes total. Trial counsel needs to check with the court in advance to see if mini-openings are permissible, but they appear more acceptable now than in the past. A mini-opening is a gift to lawyers regardless of what side they represent.

Prepare juror profiles. Develop juror profiles of the ideal and most dangerous jurors for the case. Pre-trial research can be extremely

helpful in figuring out who are the best and worst types of people for your specific case.

Familiarize yourself with the venue, the law, and the process.

There are different methods of *voir dire* utilized in each state. For example, in state court in Texas, *voir dire* is conducted by the attorney to the entire venire (unlike the six-pack method we see most often in California), the strikes are blind (instead of in open court), and there is an opportunity to “shuffle” (i.e., reorder) the panel before *voir dire* begins, but after the lawyers see the panel and receive the juror information cards. In contrast, in California, *voir dire* is often attorney-led, but questions are asked to only 12 to 24 jurors at a time, and “back striking” is allowed. There is much variation on the east coast, where *voir dire* could be conducted by the judge, attorney, or court staff, and questions may be asked of the entire panel or individually.

An important phase of jury selection is the prescreening or hardship phase, where jurors can request to be excused from service due to a personal hardship. Before jury selection, it is important to learn if the judge will allow the attorneys to participate during this phase and to offer their input, as well as what constitutes a hardship according to the local rules and the judge’s standards.

Knowing how many jurors will be seated (e.g., six versus 12) and how many alternates will serve are also important pre-jury selection considerations that will guide your strategic decisions when actually seating a jury. Also, find out if the alternates are designated or undesignated<sup>2</sup>. Depending on the venue and case type, the decision rule changes, so it is important to determine what the decision rule is before each trial.

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<sup>2</sup> In California, the entire jury, including the alternates, might be undesignated.

Find out in advance if the court will give you the randomized list (the order the prospective jurors will be called up and questioned during *voir dire*) before jury selection begins. Asking the court for the randomized order of the juror list is critical because this randomized order of the jurors will affect the strategy you take in selecting (and striking) jurors. For instance, your worst jurors may be at the end of the panel, in which case you may choose to pass on your strikes early in the selection process.

Know how many peremptory challenges (strikes) you will get and research what constitutes a cause challenge in your judge's courtroom. Because the definition of "cause" can vary from jurisdiction to jurisdiction (and even from judge to judge within a jurisdiction), it is important to know the specific definition in the jurisdiction of your trial, as well as to research your specific judge's interpretation from past cases. Incorporating the local definition and/or the judge's interpretation of cause into questions can help in ultimately obtaining a successful cause challenge. When the opposing side is conducting *voir dire*, keep in mind the types of questions that are *improper* to ask jurors so that objections can be made if necessary. For example, preconditioning jurors, asking for a promise, commitment, or prejudgment, instructing on the law, and misstating the law are all objectionable.

Remember that the method of *voir dire* is important. The types of *voir dire* are: (1) Group questioning: Questions are posed to the group and individuals volunteer to answer; (2) Individual questioning: Questions are posed to individuals in a group setting; (3) Sidebar questioning: Individuals are brought to side bar for questioning in front of the group; and (4) Sequestered questioning: Individuals are questioned in chambers or in court with all other jurors excused. Research shows that *voir dire* is most effective when it is done individually or privately and by an attorney (see, for example, the Seventh Circuit American Jury Project research referenced earlier).

Work on your bed-side (jury-box) manner. Many jurors report that they become nervous or anxious during *voir dire*, but there are a number of ways to make jurors feel more comfortable: (1) Get jurors participating early in the process; (2) Keep encouraging participation; (3) Break up a pattern of non-responses over a series of questions; (4) Phrase questions to encourage perception of conformity (e.g., “How many of you?” vs. “Do you / Do any of you?”); (5) Adopt a conversational tone (i.e., Don’t raise your voice too much and don’t cross-examine or conduct an interview); and (6) Normalize controversial or unpopular viewpoints to reduce inhibitions (e.g., “Many people believe...” and “A number of jurors in the past have told me...”).

### **Important considerations during jury selection**

Goals of jury selection. There are several key goals to keep in mind during jury selection: (1) Identify your worst jurors by asking questions in the correct way to develop cause challenges and identify strikes by getting everyone talking and involved early; (2) Be a good face / representative for your client by being a good listener and by giving positive reinforcement; and (3) Educate jurors about the case from your perspective. Your demeanor and questioning style *will* make a difference. Don’t avoid the bad and ugly facts or you could look like you are not telling the whole story (i.e., the whole truth). Discussing the bad and ugly facts can help identify your worst jurors, and it puts those facts into context, so be sure to address them.

### The Dos and Don’ts of Jury Selection.

Dos: (1) Develop cause as much as possible; (2) Rehabilitate good jurors to make the other side use a strike; (3) Listen carefully and give nonverbal cues (e.g., smile, nod) and give verbal reinforcement to keep jurors talking; (4) Encourage everyone to talk; (5) Offer individualized *voir dire* for sensitive matters; (6)

Take what one juror tells you and try to get others to comment: “How many of you agree with / had a similar experience as Mr./Ms. Jones?”; (7) Talk to everyone in the panel if you can (but definitely all those within the strike zone); (8) Identify the potential leaders and followers; (9) Carefully preview the weaknesses in your case (but do not go too far or spend too much time on them; otherwise, you run the risk of giving credence to the opposing side’s arguments and themes in the eyes of the jurors – this is especially true in employment cases, which tend to be relatively short); and (10) Selectively precondition – as long as it does not help opposing counsel identify your best jurors and it doesn’t cross a line that will upset the judge.

Don’ts: (1) Argue your case; (2) Argue with, or cross-examine, a juror; (3) Talk too loudly at jurors; (4) Expose your “keeps” (i.e., your best jurors); (5) Be afraid of what jurors will say; and (6) Ask questions that require lengthy preambles or are compound.

Most of your “strike” jurors will be easy to identify, but some decisions about whom to strike will not be as easy. Develop a ranking system based on: (1) How bad they are substantively on relevant issues; (2) Leadership potential; and (3) Group dynamics. Be prepared for any possible *Batson* or *Wheeler* challenges.

Start *voir dire* with an introduction and discussion of bias / prejudice. Explain that “bias” and “prejudice” mean something different in a courtroom and give examples. State that the jurors need to be 100% certain about whether they can be fair, and if there is any hesitation, it is their duty to say so. Give an example of what a bias is in the context of jury selection and explain why it is important to be honest.

Explore potential biases and relevant topics. In employment litigation, this would include anti-plaintiff or anti-employee bias, anti-corporation or anti-employer bias, having a victim mentality



and/or more sympathy for one side, and relevant personal experiences (e.g., being close to someone who was unfairly terminated at work). These case-specific types of topics and questions are explored in more detail below.

### **Opinions and experiences related to employment litigation**

Plaintiff attorneys should explore jurors' opinions of plaintiffs during *voir dire*. Here are some quotes from actual jurors:

- “Some [plaintiffs] are hokey, and some are legit.”
- “Most should be mediated out of court -- with less taxpayer money going towards that.”
- “It’s their legal right to sue.”
- “In our society today, nobody accepts responsibility for his or her own actions, but instead ‘somebody has to pay’ is the attitude nowadays.”
- “I tend to side with those who do it against big business.”
- “There are many who do it for just the money, but sometimes they help to improve corporate behavior toward more responsible business practices.”

Defense attorneys should explore jurors' opinions of corporations during *voir dire*. When jurors are asked, “What makes a corporation good?” the top responses, in order, are:

1. How employees are treated
2. Benefits provided for workers
3. Moral leadership at company
4. Reputation of company
5. Ethical business activities at company
6. Concern for the environment

When asked, “What makes a corporation bad?” the top responses from jurors are:

1. Mistreatment of employees

2. Layoffs
3. Poor management
4. Poor ethics
5. Overcharging customers
6. Mistreatment of environment

Keep up with current events. Attorneys should also inquire about jurors' opinions concerning relevant current events, such as the economy and Occupy Wall Street movement. For example, attorneys for corporate defendants may ask the following types of questions during *voir dire* in an employment case:

1. By a show of hands, how many of you are familiar with the Occupy Wall Street movement and protests that have been going on around the country since last year?
2. How many of you support the protestors? Raise your hands if you thought about or wanted to participate.
3. Who believes that protesting against corporations is an important thing to do in society?
4. How many of you agree that public demonstrations, such as the Occupy Wall Street movement, are an effective way to change corporate and government conduct?

The economic downturn has significantly impacted jurors' attitudes about the legitimacy of plaintiffs' claims, as well as corporate conduct.

Quotes from real jurors from a wage and hour case (2010):

- "Mr. [Smith] received adequate compensation, and he is not entitled to anything further."
- "I liked the defense argument that Mr. [Smith] is asking to be paid twice."

Quotes from mock jurors in a wage and hour case (2011):

- “Lots of companies use to give out pensions, but lots of companies have to adjust in this economy. They still get bonuses, comp days, and good salaries.”
- “I’m also with the defendant because these guys are getting \$80,000 per year, not minimum wage. They didn’t have special training to be where they are.”

Other general topics to explore during *voir dire*. Counsel should inquire about broad topics during *voir dire*, such as general litigation experiences and attitudes. This would include, for example, questions regarding damages (e.g., who is opposed to awarding money damages for emotional distress or mental anguish), burden of proof (e.g., who thinks it is unfair to place the burden of proof solely on the plaintiff), or moral versus legal standards (who believes just meeting government regulations is not enough and that companies should exceed those standards).

Specific topics to explore during *voir dire*. The following specific areas should also be explored during *voir dire* in an employment case:

1. Attitudes regarding employers and employee rights
2. Level of trust in employee and employers
3. Status of employee regulations
4. Beliefs about how important employees are to the employer
5. Beliefs about when it is appropriate for an employer to terminate an employee
6. Relevant workplace experiences, such as being discriminated against, terminated or laid off, given negative performance evaluations, etc.

Relevant data on case-specific questions. The following data shed light on just some of the juror experiences and attitudes that are relevant in an employment case. These data below come from a real case – both the mock jurors’ responses at a jury research

exercise and the actual jurors' responses in the JQ used when the case went to trial – which are part of Trial Partners, Inc.'s national database of over 35,000 real and mock jurors.

- 24% of people answered “yes” when asked, “Have you or someone close to you ever experienced discrimination or harassment at work?”
- 46% answered “yes” when asked, “Have you or anyone close to you ever had such a bad experience with an employer that it made you/they want to leave the company?”
- 35% have complained about work conditions.
  - Of those, 30% indicated that they were treated unfairly after they complained.
- 63% answered that they would file a claim with the EEOC if they were to experience harassment or discrimination at work.
- 6% answered “yes” when asked, “Have you or someone close to you ever filed any complaint or claim against your employer, not including workers' compensation?”
- 80% agreed with the statement, “An employee who would go to the trouble of filing a harassment, discrimination, or retaliation lawsuit probably has a valid claim.”
- 72% agreed with the statement, “A company that is sued should have to prove it has done nothing wrong.”
- 68% answered that they would tend to believe the employee in a dispute between an employee and an employer.
- 15% disagreed that individuals and corporations should be treated equally under the law.
- 10% said that they could not be fair in a lawsuit between an individual and a large corporation.

### **Social media considerations during jury selection**

The impact of social media. In addition to questions regarding potential biases, general/broad topics, and case-specific areas of inquiry, counsel should ask the venire in *voir dire* about their familiarity and use of social media. The prevalence of social media in our society has created a number of issues when it comes to jury trials. Jurors are more tuned in to media than ever before, especially social media, and they have trouble “disconnecting” from that social media during trials. Reuters Legal, using data from Westlaw, compiled reported decisions in which judges granted a new trial, denied a request for a new trial, or overturned a verdict, in whole or in part due to juror actions on the Internet. That data showed that at least 90 verdicts since 1999 have been the subject of challenges because of alleged Internet-related juror misconduct (with more than half the cases occurring in the last two years).

It appears that jurors simply cannot resist the temptation to research a case, despite the Court’s instruction to avoid doing so, and we believe the problem is getting worse. In actual juror questionnaires, jurors were asked, “Will you have any trouble following the Court’s instruction to avoid doing any independent research about anything or anyone connected to this case, and to avoid speaking to anyone about this case, even on the Internet?” Before 2011, 19% of jurors answered that they would have trouble compared to 2011-2012 where 30% of jurors answered that they would have trouble. See Appendix B for an example of a juror violating the judge’s order by posting about jury selection on his Facebook page while he was in the jury box.

Minimizing the risks of social media prevalence. During jury selection, judges and attorneys must take steps to minimize the risks of jurors using social media. Ask the judge to provide a strong oral admonishment before jury selection begins using simple, plain language. The judge should explain why it is important (e.g., the need for a fair trial based solely on evidence

presented in court), and explain the consequences of using social media during the trial (e.g., personal fines, being held in contempt of court, or causing a mistrial).

Counsel and/or the judge should explore jurors' use of social media during *voir dire*. For example, ask, "How many of you Tweet or log on to your Facebook account on a daily basis?" Counsel should also try to engage in interactive dialogue with jurors about the problems of social networking during jury service.

If a JQ is used, provide a written admonishment in more than one place on the JQ. In fact, the standard JQ now used in all asbestos cases in Los Angeles, Orange, and San Diego Counties has an admonishment in three separate places (on the cover page, first page, and last page).

### **Conclusion**

The significance of jury selection, and *voir dire* in particular, in employment cases cannot be overstated. *Voir dire* is counsel's only opportunity to actively interact with jurors and engage them in a dialogue, and the process of jury selection (i.e., uncovering biases and deciding which jurors to deselect) can be critical to the ultimate outcome of the trial. Consequently, it is necessary to properly identify and explore relevant experiences and developing attitudes during jury selection, which necessitates keeping up with current news and events. Collecting data from actual jurors and members of a potential jury pool via pre-trial research (e.g., mock trials, focus groups, and phone surveys) is one of the best ways to track the venire's ever-changing attitudes and experiences, develop juror profiles, and craft the most effective *voir dire* questions possible to ensure you are prepared to engage in a successful jury selection.

APPENDIX A

**EXAMPLE, ROBERT**

Gender: Male; Age: 50; Place of birth: San Francisco; Neighborhood: Walnut Creek; How long: 10 years; Own home; Currently married; Education: 4-year college graduate (Business); Employment status: Employed full-time; Occupation: Investigative Services/Private Security Force

**Rank:** Pro-plaintiff juror

**Defense Cause:** 33?, 35, 36, 37?

**Hardship:**

**Follow-up** [Depending on side]: 17, 24, 25, 27, 31, 32, 33, 34, 35, 36, 37/39

8. Prior jobs: VP [Vice President] at more than one company
9. Spouse employed: Yes; Occupation and employer: CPA Private Practice; Prior employment: [Did not respond]
10. Mother's occupation: San Mateo Unified [School District]; Father's occupation: Retired police – 30 years
11. Children: Yes, 2 (Male, 18 – college student; Male, 22 – college student)
12. You/family member of union: Yes
15. Use social networking sites: Yes; Which sites: Facebook
17. Training/Work experience: Self: Human Resources or Personnel Matters; Law, any Legal Field, or the Court System; IT/Computer Technology; Family: Accounting
22. Money awards from lawsuits: Too low
24. A company that is sued should have to prove it has done nothing wrong: Yes; Explain: That's what judicial system is for. Reasonable doubt.
25. You/someone close ever experienced the following at work: A cut in pay, Been denied a bonus, Been unfairly denied benefits, Received a negative performance review that was not deserved, Been laid off, Been demoted (Welcome to corporate world.)
27. You/someone close ever made a formal employment complaint: Yes; Explain: Denied commissions and bonus; sexual harassment lawsuit by sister-in-law; a victim of 101 California shooting; Satisfied: No
30. Attitude about  $\pi$ : Frivolous ones are a waste of time and money.
31. Attitude about corporations: Drive the economy of the world, however they all lie.
32. Bad experience with corporation: Yes; Explain: Shareholder lawsuit
33. Favor individual or corporation: Yes; Explain: Depends on the facts, however I am quickly biased.
34. Believe a case brought to trial must have merit: Yes
35. Give corporation a fair trial: No
36.  $\pi$  entitled to recover something from  $\Delta$ : Yes; Explain: Proof of reasonable doubt
37. Beliefs that prevent from serving: I work with former FBI, police department, state department personnel on my team and do global work for all governmental agencies.
39. Anything else that affects ability to be fair/impartial: See #37

**Notes:** Jobs in management in the past

**ILLUSTRATION, JOHN** Gender: Male; Age: 45; Place of birth: England; Neighborhood: Alamo; How long: 10 years; Own home; Married for 21 years; Education: 4-year college graduate (Math/Computer Science); Employment status: Employed full-time; Occupation: Executive

**Rank:** Pro-defense juror

**Plaintiff Cause:** 39

**Hardship:**

**Follow-up** [Depending on side]: 17, 24, 30, 33, 34, 35, 39

8. Prior jobs: Principal Consultant; Vice President; Senior Vice President of Operations; CEO
9. Spouse employed: No ; Prior employment: [Did not respond]
10. Mother's occupation: Homemaker; Father's occupation: High school Principal
11. Children: Yes, 2 (Female, 6; Male, 11)
12. You/family member of union: No
15. Use social networking sites: Yes; Which sites: Facebook
17. Training/Work experience: Self: IT/Computer Technology (I work in the IT industry); Family: HR or Personnel Matters (My wife was in HR before we had children); Someone else: Accounting (My best friend is an Accountant.)
22. Money awards from lawsuits: Too high
24. A company that is sued should have to prove it has done nothing wrong: No; Explain: The plaintiff should prove that they have done something wrong as opposed to the other way. And not have to face legal expense unless proved so.
27. You/someone close ever made a formal employment complaint: No
30. Attitude about  $\pi$ : Most are not something they'd do if a lawyer was not hoping for a payout and therefore taking away the risk/cost.
31. Attitude about corporations: They generate the wealth that makes everything else possible – although I do think they reward executives far too well.
33. Favor individual or corporation: Don't know; Explain: Depends on the case. There are things that are plainly wrong or illegal, then again [there are] lots of frivolous lawsuits too.
34. Believe a case brought to trial must have merit: Yes; Explain: It should be about doing the right thing and punishing bad behavior, not about winning the lottery for plaintiff lawyers.
35. Give corporation a fair trial: Don't know; Explain: I generally think juries make decisions based on feeling sorry for the plaintiff – irrespective of whether they are really the injured party.
39. Anything else that affects ability to be fair/impartial: A company I was involved with received an age discrimination suit from an employee who was laid off for performance. They paid \$50,000 to settle even though there was no case. It is just too expensive to fight otherwise. Ridiculous!

**Notes:** Job indicates position of authority and management



APPENDIX B

 February 23 

The judge also advised us not to use social media programs like facebook and friendster to talk about specifics about the case...damn!!! How did he know about my friendster account????

Share

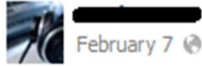
  likes this.

  BUSTED!! :-p  
February 23 at 3:08pm

  So were you actually selected for the jury?  
February 23 at 3:09pm

  But what about geocities and myspace? Are those still okay?  
February 23 at 4:01pm ·  2

  you have to communicate to your mom somehow  
February 23 at 5:58pm



February 7

so not did I only get called for jury duty, but there is a chance that I will actually be on the jury...for a 3 month civil trial...I win?

Share



Is the trial even interesting? i almost got selected when i went to but mine was criminal

February 7 at 8:46pm



and for those wondering...I did try this as well  
<http://www.youtube.com/watch?v=uTyg5rhGkX8>



**Family Guy - Jury Duty**

[www.youtube.com](http://www.youtube.com)

My YouTube channels:

<http://www.youtube.com/Crunchbite22> - Vlogs and Halo vids

h... See More

February 7 at 8:47pm · 2



I just got off jury duty today. Only a one week domestic dispute case though.

February 7 at 8:55pm



@Robbie - dont know yet...they really didnt talk much about the case itself...

@Tracy - i find out on Feb 22nd if i get selected...and the lawyers estimate that it will run every day until early/mid May...totally sucks...haha

February 7 at 8:59pm



If ur job pays u go for it!

February 7 at 9:02pm

 [redacted] but what about geocities and myspace? Are those still okay?  
February 23 at 4:01pm · 2

 [redacted] you have to communicate to your mom somehow  
February 23 at 5:58pm

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 [redacted]  
February 23

If the judge let me video record the jury selection process, I would be a Youtube sensation! Where the hell did these people come from?

Share

4 people like this.

 [redacted] They're your peers, right?  
February 23 at 1:08pm

 [redacted] Uh...if you say so  
February 23 at 2:17pm

 [redacted] Example 1 - judge asks elderly lady "you wrote that you have previous legal experience, please elaborate. "  
Lady's reply - "I used to watch alot of Perry Mason"  
#raymondburrrresponseftw!!  
February 23 at 2:23pm · 1

 [redacted] Example 2 - when asked if there were any previous cases of cancer in her family...she hysterically started crying and said "my pet rabbit just died of cancer"....  
February 23 at 2:25pm · 3

Dear DROID X,

Thanks for randomly turning yourself back on in the courtroom and saying "DROID" loudly and making me look like a douche in front of the judge"

██████████

Share

👍 10 people like this.



██████████ Oh sure... Blame the phone...

February 23 at 2:45pm



██████████ Contempt!

February 23 at 2:46pm



██████████ Did it get you out of jury duty?

February 23 at 2:47pm



██████████ Nope...although I didn't know it was my phone and I thought "seriously shut your damn phone off" then I realized it was me...

February 23 at 2:49pm · 🔄 4



██████████ Hahaha that's funny. You should've done a robot shut down move when you heard it.

February 23 at 2:52pm · 🔄 2



██████████ [http://4.bp.blogspot.com/-AOKVDVIHcvs/TzR3\\_SCTCZI/AAAAAAAAA6k/kQn8ox7H5zc/s1600/Jury+Duty.jpg](http://4.bp.blogspot.com/-AOKVDVIHcvs/TzR3_SCTCZI/AAAAAAAAA6k/kQn8ox7H5zc/s1600/Jury+Duty.jpg)

February 23 at 3:14pm · 🔄 1



██████████ also this <http://assets.diylool.com/hfs/451/45b/54e/resized/y-u-no-meme-generator-jury-duty-y-u-no-act-racist-24c321.jpg>

February 23 at 3:15pm