



CONSUMER ATTORNEYS OF CALIFORNIA

Seeking Justice for All

CAOC-backed #MeToo bill supporting victims of sexual assault and harassment goes to governor

AB 3080 will ensure workers aren't forced into arbitration

SACRAMENTO (Aug. 22, 2018) – A Consumer Attorneys of California-sponsored bill guaranteeing California workers aren't forced into arbitration to resolve claims involving workplace sexual assault, harassment, discrimination or pay equity was passed by the California Senate today and goes to Gov. Jerry Brown for his signature.

Under Assembly Bill 3080 by Asm. Lorena Gonzalez Fletcher (D-San Diego), sexual predators will no longer be able to use the secret setting of arbitration to keep their misconduct hidden. In some cases that secrecy has allowed serial abusers to continue their conduct for years.

The bill will also prevent companies from keeping harassment, discrimination and labor violation claims out of court and away from the public eye. In addition, AB 3080 prohibits employers from threatening, retaliating against or firing workers because they refuse to consent to forced arbitration.

The bill is a product of the #MeToo movement and the sexual harassment scandals that have rocked Hollywood, the business world and government.

AB 3080 is co-sponsored by CAOC, the California Labor Federation and SAG-AFTRA, the union that represents actors, broadcasters and journalists. The bill faced fierce opposition from the California Chamber of Commerce, which gave AB 3080 its so-called "job killer" label.

Meanwhile, another #MeToo-inspired bill supported by CAOC has also been sent to the governor's desk.

Assembly Bill 1867 by Asm. Eloise Gomez Reyes (D-San Bernardino) will require California businesses with 50 or more employees to keep records of employee complaints of sexual harassment for 10 years from the date of filing. This will make it harder for employers to conceal a history of harassment by an employee and provide evidence that an employer was aware of previous issues with an employee's behavior.

Consumer Attorneys of California is a professional organization of plaintiffs' attorneys representing consumers seeking accountability against wrongdoers in cases involving personal injury, product liability, environmental degradation and other causes.

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