



# CONSUMER ATTORNEYS OF CALIFORNIA

*Seeking Justice for All*

## Three bills aimed at stopping workplace sexual predators advance in California Legislature

CAOC-backed bills address forced arbitration, claim deadlines

**SACRAMENTO (June 19, 2018)** – Three bills supported by Consumer Attorneys of California that would help bring workplace sexual predators to justice were approved by the California Senate Judiciary Committee today.

**Assembly Bill 3080** by Asm. Lorena Gonzalez Fletcher (D-San Diego) will prohibit businesses from forcing workers, as a condition of employment, into secret arbitration proceedings to resolve claims involving workplace sexual assault, harassment, discrimination or pay equity. The bill also bars employers from threatening, retaliating against or firing workers because they refuse to agree to forced arbitration.

Forcing workers into arbitration and allowing companies to keep sexual misconduct claims out of the public eye has in some cases resulted in serial sexual predators continuing their conduct undeterred for years. AB 3080 is co-sponsored by CAOC, the California Labor Federation and SAG-AFTRA, the union that represents actors, broadcasters and journalists.

**Assembly Bill 1870**, the SHARE (Stopping Harassment and Reporting Extension) Act, will extend the time to file claims of harassment and discrimination under the California Fair Employment and Housing Act from one year to three years, making it more consistent with the filing time limits for other actions. The bill is jointly authored by Asm. Eloise Gomez Reyes (D-San Bernardino), Asm. Laura Friedman (D-Glendale) and Asm. Marie Waldron (R-Escondido) and is co-sponsored by CAOC along with the California Employment Lawyers Association and Equal Rights Advocates.

**Assembly Bill 1867**, authored by Asm. Reyes, 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.

AB 1867 now advances to the Senate floor, and if it passes there it will go to Gov. Jerry Brown for his signature. AB 3080 will next be heard to the Senate Labor and Industrial Relations Committee, while AB 1870 goes to the Senate Appropriations Committee.

*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.*

### For more information:

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