



# CONSUMER ATTORNEYS OF CALIFORNIA

*Seeking Justice for All*

## CAOC-backed sexual assault and harassment protections passed by California Assembly

AB 3080 will ensure workers aren't forced into arbitration to resolve claims

**SACRAMENTO (May 30, 2018)** – The California Assembly today approved legislation to ensure workers aren't forced into arbitration to resolve claims involving workplace sexual assault, harassment, discrimination or pay equity.

Assembly Bill 3080 by Asm. Lorena Gonzalez Fletcher (D-San Diego) would end the practice of allowing sexual predators to shroud their misdeeds in the secret setting of arbitration. AB 3080 also prohibits employers from threatening, retaliating against or firing workers because they refuse to consent to forced arbitration.

The bill, ignited by the #MeToo movement and the sexual harassment scandals that have rocked Hollywood, the business world and government, is co-sponsored by CAOC, the California Labor Federation and SAG-AFTRA, the union that represents actors, broadcasters and journalists. The measure prevailed on a 47-to-25 vote.

Forcing workers to sign waivers that let companies keep harassment, discrimination, and labor violation claims out of court has allowed business to effectively cloak such nefarious episodes in secrecy, and in some cases it has allowed serial harassers to continue their conduct undeterred for years.

AB 3080 has been targeted by foes in the business industry, and was named to the California Chamber of Commerce's "Justice Killers" list. But it has won broad support in other quarters, among them newspaper editorial boards such as the [Sacramento Bee](#).

"Too many people have gotten away with too much wrongdoing in the workplace for far too long," said CAOC president Lee Harris. "It's time to bring this behavior to an end. This measure will shatter the silence forced on harassment victims by arbitration."

*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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