



CONSUMER ATTORNEYS OF CALIFORNIA

Seeking Justice for All

Three CAOC-backed bills aimed at workplace sexual predators passed in committee

Legislation addresses forced arbitration, extends deadlines

SACRAMENTO (Apr. 18, 2018) – Three bills supported by Consumer Attorneys of California that would help end the protection of sexual predators in the workplace were approved by the Assembly Labor and Employment Committee today.

Assembly Bill 3080 by Asm. Lorena Gonzalez Fletcher (D-San Diego) will ensure that workers are not forced to take claims involving workplace sexual assault, harassment or discrimination to a secret arbitration proceeding rather than a court or state agency. The bill also prohibits employers from threatening, retaliating against or firing workers because they refuse to consent to forced arbitration. 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. 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.

All three bills will next be heard by the Assembly 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.

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