

**Board of Directors**

Board President

Lois Thompson  
*Partner*  
Proskauer Rose LLP

Board Vice President

Mira El Sonbaty  
*Senior Counsel, Privacy*  
Fox Group Legal

Board Treasurer

Chris Hollinger  
*Partner*  
O'Melveny & Myers LLP

Board Secretary

Cathy Kim  
*Consultant*

Members

Tony Blain  
*Principal*  
Blain & Associates

Samantha Caldwell  
*Vice President, Assistant General  
Counsel and Assistant Secretary*  
Health Net Inc.

Christa M. Demeke  
*Counsel*  
Roll Law Group P.C.

Theane Evangelis  
*Partner*  
Gibson, Dunn & Crutcher LLP

Victor George  
*Principal*  
Law Offices of Victor L. George

Rasha Gerges Shields  
*Partner*  
Jones Day

Lisa Gilford  
*Partner*  
Skadden, Arps, Slate, Meagher & Flom

Esra Hudson  
*Partner*  
Manatt, Phelps & Phillips LLP

Diana Hughes Leiden  
*Associate Attorney*  
Winston & Strawn LLP

Bethany Kristovich  
*Partner*  
Munger, Tolles & Olson LLP

Anna Menedjian  
*Litigation Consultant*  
2020 Inc.

Edie Mermelstein, Esq.  
*FEM Law Group*

Erika Norman  
*Associate*  
Arnold & Porter

Pamela Palmer  
*Partner*  
Pepper Hamilton LLP

Amy Quartarolo  
*Counsel*  
Latham & Watkins LLP

**Executive Director**  
Betsy Butler

April 17, 2018

The Honorable Lorena Gonzalez Fletcher  
California State Assembly  
State Capitol, Room 2114  
Sacramento, CA 95814

**Re: AB 3080 - Support**

Dear Assemblymember Gonzalez Fletcher,

On behalf of the California Women's Law Center (CWLC), we write in support of AB 3080, which ensures workers are not forced to waive their right to make harassment, discrimination or labor claims against their employer as a condition of their employment.

Currently, an employer may, as a condition of employment, force a prospective employee to waive their right to make a claim to a court or state agency and instead force them to submit any such claims to an arbitrator. Forced arbitration of workplace sexual harassment, discrimination and labor violation claims enables abuse and allows serial violators to go undetected. A recent study found that the share of workers subject to mandatory arbitration has doubled since 2000 and now exceeds 55%.

AB 3080 would bar employers from requiring an employee to waive their right to make certain claims including sexual assault, harassment, discrimination and pay equity, before a court or state agency. AB 3030 also prohibits employers from threatening, retaliating, discriminating against or terminating workers because they refuse to consent to such a waiver.

CWLC's mission is to advance the potential of women and girls through transformative litigation, policy advocacy, and education. For nearly 30 years, CWLC has fought to secure equality for women in the workplace and end practices that contribute to harassment, discrimination, and wage theft.

For these reasons, the California Women's Law Center supports AB 3080.

Sincerely,



Betsy Butler  
Executive Director