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Executive Director  
Betsy Butler

August 22, 2018

The Honorable Edmund G. Brown  
Governor, State of California  
State Capitol, First Floor  
Sacramento, CA 95814

**Re: AB 3080 – Urge Signature**

Dear Governor Brown,

On behalf of the California Women's Law Center (CWLC), we write to urge your signature on 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 urges your signature of AB 3080.

Sincerely,



Betsy Butler  
Executive Director