

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 11, 2018

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

Re: AB 3081 – Support

Dear Assemblymember Gonzalez Fletcher,

On behalf of the California Women's Law Center (CWLC), we write in support of AB 3081, which will ensure that all workers have sufficient protection and resources to prevent and address sexual harassment in the workplace.

Women make up three-quarters of the low wage work force, and workers in low-wage jobs are especially vulnerable to harassment. Many of these workers are more susceptible to abuse due to their immigration status, isolated working conditions, financial hardship, and lack of education about their rights. Sixty percent of workers who experience sexual harassment in the workplace do not report it. Often, this is because workers are afraid they will be retaliated against and potentially lose their job and ability to provide for their family if they report the harassment.

AB 3081 addresses these issues by establishing a rebuttable presumption of unlawful retaliation if an employer discriminates or retaliates against an employee in any way within 90 days after a sexual harassment complaint is filed. It also requires employers to provide sexual harassment training to their employees, notify employees on a regular basis of their rights related to sexual harassment, and establish a means for reporting sexual harassment anonymously.

CWLC's mission is to advance the potential of women and girls through transformative litigation, policy advocacy, and education. For nearly three decades, CWLC has been fighting against sexual assault, harassment and discrimination in the workplace.

For these reasons, the California Women's Law Center supports AB 3081.

Sincerely,



Betsy Butler
Executive Director