



*El Dorado County Chamber Commission; Elk Grove Chamber Commerce; Folsom Chamber of Commerce;
Rancho Cordova Chamber of Commerce; Roseville Area Chamber of Commerce*

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June 14, 2018

Hon. Hannah Beth Jackson
Chair, Senate Committee on Judiciary
State Capitol Building, Room 2187
Sacramento, CA 95814

Re: AB 3080 (Gonzalez-Fletcher) re: Employment Discrimination – Enforcement – OPPOSE

Dear Chair Jackson:

On behalf of the chambers of commerce that comprise the United Chamber Advocacy Network (UCAN) and their nearly 4800 combined members, I am writing to express our opposition to Assembly Bill 3080 (Gonzalez-Fletcher) which, in the interest of protecting employees from discrimination resulting from sexual harassment claims, unnecessarily restricts the ability of employers and their employees to resolve employment related disputes in a timely and cost effective manner.

In a recent joint membership survey, the UCAN chambers asked "what is the top issue impacting your business' bottom line?" Members most frequently cited "bottom line" issues of governmental regulations, taxes, HR policy, legal liability and California's overall business climate. AB 3080 adversely impacts nearly all of our members' primary concerns – most notably government regulations, HR policy, legal liability and California's business climate.

AB 3080 effectively eliminates the use of arbitration as a method of resolving employer-employee disputes and prohibits settlement for labor and employment claims. Both of these mechanisms are utilized by employers to resolve disputes in a timely and cost effective manner – to the benefit of employers and their employees alike.

We would hate to think that the bill's sponsors seek to leverage a very important discussion about sexual harassment and exploitation in order to expand an area of employment related litigation that benefits lawyers at the expense of employers, their employees and the state's overall economic competitiveness.

We urge the committee to reject this unfortunate overreach and **vote NO on AB 3080.**

Dave Butler
Advocate
United Chamber Advocacy Network

cc. Assemblymember Gonzalez Fletcher
Members, Senate Committee on Judiciary
Senators Ted Gaines, Jim Nielsen, Richard Pan

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