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# california legislative efforts to ban non-disclosure agreements and arbitration agreements in the workplace edging closer to becoming law

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*MSK Client Alert*

September 11, 2018

AB 3080, a closely watched bill affecting the workplace, recently passed the Senate and now is awaiting the Governor's final approval. A product of the "me too" movement, AB 3080 does a number of things that are intended to prohibit employers from limiting disclosure and discussion of alleged workplace harassment or discrimination, and to participate in harassment or discrimination investigations or proceedings. The provisions in AB 3080 appear primarily to be directed to "nondisclosure agreements" and to arbitration agreements, although neither type of agreement is expressly identified as such in the text of the bill.

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