



Dear VICA Member,

With just a few days left in the legislative session, VICA members must urge Governor Brown to VETO AB 465 (Hernandez) and AB 676 (Calderon).

AB 465 prohibits an employer from using arbitration to solve labor disputes. Federal and California public policy favors arbitration as a form of alternative dispute resolution. This bill will increase the cost of legal action, and intensify the number of individual claims, representative actions and class action lawsuits against California employers of all sizes. Click [here](#) to send a letter.

AB 676 hurts an employers ability to consider an employees employment status as a requirement for a job. Employers need to consider all factors to make the most informed decision about applicants. This bill fails to provide substantive guidelines, while placing a significant financial cost on businesses and the state. Click [here](#) to send a letter.

ABOUT VICA

Presenting the business perspective on behalf of employers in the San Fernando Valley cities of Los Angeles, Burbank, Glendale, Calabasas, Hidden Hills, San Fernando and Santa Clarita.

Read more about VICA at vica.com.

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