

Federal Courts Uphold Arbitration Agreements Via Email

Federal district courts in New York and New Jersey recently turned aside employee attacks on arbitration agreements challenged on the grounds that the employer's communication of its arbitration policy via email was inadequate, reports the **Gibbons Employment Law Alert**.

"The courts in both *Lockette v. Morgan Stanley* and *Schmell v. Morgan Stanley* held that the employees' assertions that they never saw the email forwarding the terms of the arbitration agreement were insufficient to overcome the employer's evidence that the email had been delivered to the employees' email inboxes," explains **Richard S. Zackin**.

But employers must keep in mind that they must comply with relevant state contract law, cautions Zackin.

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