Recent Decisions Clarify (Un)Enforceability of Class Action Waivers in Employment Agreements



Image by NY Photographic

Companies looking to waive class action rights of employees may instead be waving goodbye to provisions in their employment contracts, warns **David Heck** in Proskauer Rose's **Minding Your Business** blog.

He discusses two recent decisions in California – one administrative and one in the 9th Circuit – that recently found that class action waivers in employment contracts were unenforceable as a matter of law and public policy, resulting in the removal of entire or partial contractual provisions.

"Together, these rulings make clear that class action waivers in employment agreements are subject to a high level of scrutiny, even if such waivers are not explicit and signing of the agreement was voluntary," Heck writes.

Read the article.

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