



ARIZONA STATE SENATE
Fifty-Seventh Legislature, First Regular Session

FACT SHEET FOR S.B. 1514

employer-employee arbitration; contract; disputes

Purpose

Authorizes arbitration agreements for resolution of certain employment-related disputes between an employer and employee.

Background

Arizona adopted the Uniform Arbitration Act in 1962 and subsequent revisions in 2010. Uniform acts are promulgated by the National Conference of Commissioners on Uniform State Laws (NCCUSL) and adopted, generally with modification, by the states ([Laws 1962; Ch. 108](#); [Laws 2010, Ch. 139](#)). A written agreement to submit any existing controversy to arbitration or a provision in a written contract to submit to arbitration any controversy thereafter arising between the parties is valid, enforceable and irrevocable, save upon such grounds as exist at law or in equity for the revocation of any contract. Unlike the Uniform Arbitration Act promulgated by NCCUSL, the Arizona Uniform Arbitration Act provided that it had no application to arbitration agreements between employers and employees or their respective representatives (A.R.S. §§ [12-3003](#) and [12-1517](#)).

There is no anticipated fiscal impact to the state General Fund associated with this legislation.

Provisions

1. Deems valid, enforceable and irrevocable a written agreement to arbitrate employment-related disputes between an employer and an employee whose primary job duties directly and necessarily involve the loading, unloading or handling of goods at a warehouse that is leased or owned by the employer, except when grounds exist at law or in equity to revoke the agreement.
2. Becomes effective on the general effective date.

Prepared by Senate Research
February 16, 2025
JT/JRM/ci