



## Stop States from Passing Laws That Crush Independent Contractors and Hurt the Businesses That Hire Them

Entrepreneurs and small businesses are threatened if states adopt California's flawed law.

### HOW IS THIS AFFECTING ENTREPRENEURS?

Numerous states are looking to California's AB-5 as a new model for independent contracting legislation. AB-5's complicated regulatory regime makes it impossible for entrepreneurs to work as independent contractors in many cases, eliminating their job prospects, and endangering their income. Fearing lawsuits, businesses will shy away from using small service providers under these restrictive rules.

#### In California **Affected** Entrepreneurs Include:

- Franchisees
- Independent truckers
- Landscapers
- Information technology specialists
- Computer programmers
- Linguists
- Yoga instructors
- Interior designers
- Mid-wives
- Taxidermists
- Dieticians
- Florists
- Auctioneers
- Massage therapists
- Seamstresses
- Home entertainment system installers
- Hairdressers who rely on a salon's credit card processing terminal
- Photographers\*
- Physical trainers
- Event planners\*
- Dog groomers\*
- Animal trainers\*
- Pool-cleaners\*
- Tutors\*
- Numerous other professions.

#### **Affected** Businesses Include Those Contracting With:

- Home-based businesses not covered by an occupational or professional exemption, like home-based construction companies
- Consultants on non-tax, marketing or HR issues
- Catering companies
- Casualty asset inspectors or businesses providing property risk assessment for customers
- Vegetation pesticide handlers
- Nursery workers
- Secret shoppers
- Gunsmiths
- Snow removal service providers
- Sign-language interpreters
- Painters
- Optometrists
- Pharmacists
- Lobbyists
- Event planners\*
- Movers\*
- Jewelry setters
- Forestry professionals
- Many other small businesses

#### Businesses **Referring** Customers to:

- Locksmiths
- Security or fire-alarm installers
- Tree trimmers
- Pest control service providers
- Auto-repair service providers
- Coaches
- Childcare workers
- Travel guides
- Other non-exempted service providers

\*Companies may refer customers to these workers, but may not directly work with them.

Tell your state lawmakers not to follow California's lead by passing this job-killing legislation!

Learn more and take action at [NFIB.com/caab5](https://www.nfib.com/caab5)