

Note: Below are personal stories from independent contractors in California about the impacts of AB5. These are just a small number of testimonials and I have edited some for length. You'll find over [200 testimonials here](#).

Architectural Rendering Illustrators

Kevin Matty: I have lost over 50% of my 2018 income since the implementation of AB5 compared to my 2019 income. Now my clients that I've had for years don't want to give me too much work because they'd have to hire me as an employee and cannot afford it.

Consultants

Angie Paterson: ...I was a subcontractor to a company hq'd in Australia who contracted with other very large companies to provide project support...It allowed me flexibility volunteer in my community and my children's school, support our other businesses and provide additional income while also being able to care for my school aged son. All CA contracts were cancelled for all projects and those contracts were just taken to individuals in other states..

Briana Sharp: ...The problem: AB5 still prohibits subcontracting under Business to Business...“The business service provider is providing services directly to the contracting business rather than to customers of the contracting business.” The CA Legislature thinks they have fixed this situation, by including consultants as those that can work under a referral agency...But that comes with a financial cost, increasing the cost of this contract, and the client doesn't want that...Small firms often subcontract to one another to go after bigger pieces of work, or to serve an existing client who needs skills/capabilities beyond what they maintain in house...

Court Reporters

Dee Dee Baker Hoffman: I was a freelance deposition court reporter. I worked for over 50 separate agencies each year. It's ridiculous to expect them to make me an employee for a one-day job. Several agencies stopped using me because of AB5...

Cultural Musical Groups

Lindsay Wright: I am on the board of a classical Indian music group with a similar budget and almost 50 year history. I really don't know what we are going to do. Our musicians or singers typically perform one night with us. They are often world famous and cannot (and do not want to) become our “employees.” We also try to hire young CA musicians on occasion to give them valuable experience and resume credits. I guess no more?

Disabled Persons

Amy Buzin: I'm partially disabled. I could not work a full-time job that doesn't have flexibility. How many full-time jobs are going to allow you just to take off to go to your doctor appointments? They don't. As an independent contractor, I have that flexibility to make my doctor appointments, if I were to try doing that with a full-time job they would fire me. I know, because it's happened to me. That's why I am an independent contractor...

Dene Newman: I am 61, disabled, single female who needs to supplement her income doing Rideshare. I need the flexibility so I can watch my grandchildren for my kids who are Employees but don't make enough to pay for expensive childcare.

Family Caregivers

Aimee Benavides: My daughter has autism, and being a freelancer means I can schedule appointments, therapies, assessments and even just relaxing down time with her whenever I want. It also means I can do work that starts at 10:00am instead of 8:00am on those days she decides not to sleep until 3:00am.

Film Producers

Willow Polson: I was working on an upcoming project that I will now not be doing as planned because of AB5. Catering, crew, SAG actors, hotels, props, costuming, special effects -- they are all getting NOTHING. AB5 has cost the state economy over \$30,000 from my one small film production alone...Did it force me to hire actors as employees or use union crew? No, because the money isn't there...

Home Healthcare Professionals

Arpineh Keshishian: I'm a LCSW with 26 years of home health social services experience...The elderly and disabled homebound patients will suffer. Not every patient will require a physical occupational or speech therapist or a social worker. Those are normally contracted out. Also, most of us work with a number of home health agencies since not every patient gets referred to our disciplines and therefore we need to work with multiple agencies...

IT Contractors

Sepulchralis Le Guard: (April 2021) I was a very successful contractor in the IT business as business analyst and subject matter expert for 20+ years. AB5 flat out put me out of business! Colleagues in the industry are in the same position. Many of them closed their businesses and involuntarily fled into permanent positions, with only a fraction of the pay and stuck with a dull support role instead of the variety of exciting projects for all kinds of end clients we used to work in...I have been struggling since then to secure work and I feel that employers are taking advantage of the shift in the market with lowball salary offers and tons of unpaid overhours...

Marriage Family Therapists

Gina Peck-Sobolewski: ...I'm a MFT who can no longer contract therapists or work as a contracted therapist. A large part of the behavioral healthcare industry is built upon the contractor relationship. We, in essence, contract with commercial insurance providers. Again, a major part of AB5 that was not thought through and it is affecting the mental health accessibility of millions of Californians...

Medical Interpreters

Razieh Mostafavi: ...I have registered as a company LLC, got a tax ID number, yet they don't want to sign contracts with many folks whom reside in CA...I am 61 years old with 15 years of independent work, hard to go back to job market and hard to find the job.

Mental Health Professionals (Licensed)

Isobel Gardner: I can talk for psychotherapists...CAMFT too (California association for Marriage and Family therapists) - We are 36000 licensed therapists negatively affected by ab5. I just worked my last day at my clinic and my clients were crying who I was forced to leave behind due to this law.

Nonprofits

Mary Williams: I am President of the Board of the Temecula Valley Symphony. We are a registered non-profit. We have volunteer musicians and hire gig performers for some concerts. We cannot afford the overhead necessary to do payroll nor due to AB5 want the risk, for these freelance gig performers. So we will not be hiring them. Many will lose work.

Nurse Practitioners

Megan Kellie: I am a nurse practitioner. The result of AB5 is closing medical offices and leaving a huge gap in medical care. Many doctors' offices in rural health rely on nurse practitioners to keep their doors open as it is a small pool of people to choose from for full time status...Many offices are closing. It hurts me substantially as a provider. Being an independent contractor has allowed me to have a flexible schedule allowing me to spend more time with my children. I do not live near family that can help with child care. This will be a huge impact on my family and causing more expenses to us...

Seniors

Helen Giss: I'm a retired senior working with Uber to get by. I am not able to stand for hours so fast food or retail can't work. But need the money I earn from Uber...

Sign Language Interpreters

Sandy Fisher; AB5 is also negatively affecting me as a Sign Language Interpreter. Many interpreters have lost their 1099 work because of this new law. Many agencies are refusing to hire interpreters that live in CA because of AB5.

Jo Arthur: I am an American Sign Language Interpreter. I provide interpreting services between Deaf, Hard of hearing and hearing people. I got my business license after AB5 passed. One of the largest agencies in the area said it's not good enough...The requirements are crippling. No one is making us W2 employees. We are simply losing our jobs.

Stay-at-Home Moms

Elizabeth Grace Ankeny: I'm a former teacher, now turned stay at home mom. My husband works full time and I have had a variety of independent contracting jobs... It's been wonderful because these are things I can do while my kids are asleep, from the comfort of home, while I contribute to my family. I knew exactly what I was getting with each of these jobs. I am prepared to set aside 40% of my pay, forego benefits/healthcare, etc...If I wanted healthcare/benefits/ all of that I'd go BACK to teaching in a brick and mortar!

Strippers/Exotic Dancers

Onyx Black: I am a pole and Exotic performer and stripper...Due to this law clubs have become more biased. A lot of the marginalized dancers who used to work in the clubs when they were independent contractors are now forced to do survival sex work. This is just one of the problems with strippers and AB5...

Students

Kassy Jo: I grew up poor and receive no financial support from my family. I am putting myself through graduate school. I cannot take a full time job because of school. I rely on freelancing to survive.

Teachers

Elaine Villanueva Bernal: I teach chemistry, and I had been doing consulting work for a publisher...I received this termination letter: "Due to new guidelines, because you are in California, we would have to set you up as a W2 worker on an hourly rate, which unfortunately, we cannot do for the LR project."

Traditional Spoken Word Storytellers

Robert Seutter: I tell stories for a living. Celtic, Norse, Historical, Middle-Eastern, Medieval and more...Clients are afraid to book IC's. And they are not set up to make me a W2 employee for one or two one hour gigs. And since I perform for their clients, I don't pass the "B" in the ABC...

Translators/Interpreters/Linguists

Esther M. Hermida: I'm an S-Corp...self-employed certified Spanish interpreter for 26 years. I've been impacted because half my work comes through colleagues, we contract one another, and agencies. I have direct clients, too. #AB5 prevents me from doing business with my colleagues unless they're my employees and I'm their employee...