

# Labor and Employment Alert

**Akin Gump**  
STRAUSS HAUER & FELD LLP

## California Governor Signs Worker Classification Bill into Law

September 19, 2019

### Key Points:

- On September 18, 2019, California Governor Gavin Newsom signed Assembly Bill 5 (AB5) into law, as expected.
- The law codifies the “ABC” test—established in *Dynamex Ops. West Inc. v. Superior Court*, 4 Cal. 5th 903 (2018)—for determining whether an alleged independent contractor should be considered an employee under the Industrial Welfare Commission wage orders, and also extends the “ABC” test to Labor Code and Unemployment Insurance Code claims.
- Certain specified occupations and industries are exempted from its scope.

[Click here](#) to read Akin Gump’s prior alert regarding this legislation.

[akingump.com](http://akingump.com)

### Contact Information

If you have any questions concerning this alert, please contact:

**Gary M. McLaughlin**

Partner  
gmclaughlin@akingump.com  
Los Angeles  
+1 310.728.3358

**Greg W. Knopp**

Partner  
gknopp@akingump.com  
Los Angeles  
+1 310.552.6436

**Susan Kay Leader**

Partner  
sleader@akingump.com  
Los Angeles  
+1 310.728.3342

**Donna M. Mezias**

Partner  
dmezias@akingump.com  
San Francisco  
+1 415.765.9575

**Dario J. Frommer**

Partner  
dfrommer@akingump.com  
Los Angeles  
+1 213.254.1270

**Jonathan P. Slowik**

Counsel  
jpslowik@akingump.com  
Los Angeles  
+1 310.728.3327