THE DYNAMEX DIFFERENCE

EMPLOYEE (LEGALLY PROTECTED RIGHTS)

- **WAGES**: Guaranteed at least the state minimum wage
- **SICK DAYS**: In CA, workers receive three paid sick days per year and are eligible for disability payments
- **WORKERS’ COMP**: Eligible to claim workers’ compensation benefits if injured & protected by federal OSHA regulations
- **PAID FAMILY LEAVE**: Eligible to apply for the state’s paid family leave program and receive 60 to 70% of earnings (up to $1,216 per week) for up to six weeks
- **UNEMPLOYMENT BENEFITS**: In CA, eligible for up to $450 per week in unemployment benefits while looking for a new job
- **RIGHT TO ORGANIZE**: The right under the NLRA to stand together in a union to negotiate for better wages, benefits and working conditions

INDEPENDENT CONTRACTOR

- **WAGES**: Can be paid far below minimum wage or prevailing wage, and must pay all business expenses, including vehicle, gas, maintenance. No protections against wage theft.
- **SICK DAYS**: Not paid for sick days and are not eligible for the state’s disability program
- **WORKERS’ COMP**: Not eligible for workers’ compensation benefits
- **PAID FAMILY LEAVE**: Not eligible for California’s paid family leave program
- **UNEMPLOYMENT BENEFITS**: Not eligible for unemployment benefits
- **RIGHT TO ORGANIZE**: Do not have the right to organize or bargain collectively

THE DYNAMEX DIFFERENCE IS CLEAR.

When companies misclassify workers as independent contractors instead of recognizing them as employees, it hurts workers, communities and our state’s economy.

#DISRUPT INEQUALITY

YES ON AB 5

California LABOR Federation

www.californialabor.org