



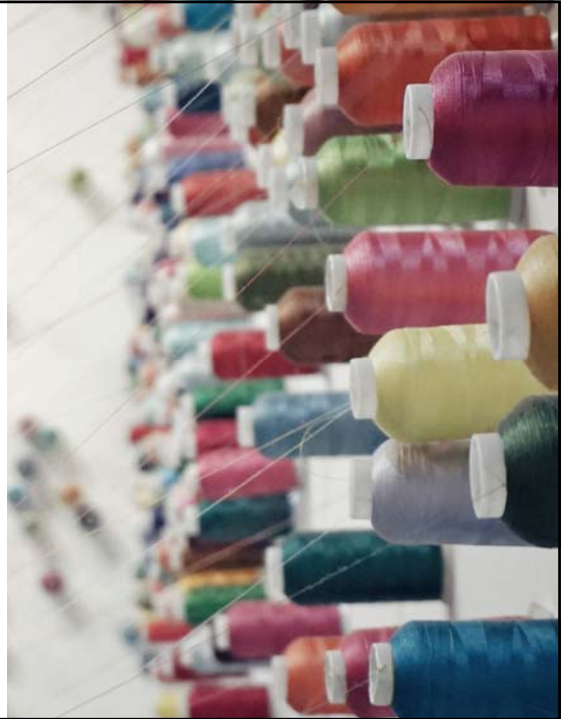
Independent Workers

The Future of Work, Policy, and Law

Tuesday, January 21, 2020
Camille A. Olson

Seyfarth Shaw LLP

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**Today's
Non-Employee
Workforce,
By the
Numbers**

56.7 Million

\$1.28 Trillion

**54% of Companies
Need Assistance**

Today's Legal Landscape:

Inconsistent
Patchwork of
Legal
Requirements



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The Bottom Line

ABC Test

A – Freedom from Control

B – Outside Usual Course of Business

C – Independently Established



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Guiding Principles

of an Independent Contractor Relationship

1. Defining the Relationship
2. Legal Rights
3. Mutuality
4. Designing a System
5. Respecting the Relationship and Contract



5



Internal Best Practices

- Recruitment, Contracting, and Relationship Enhancements
- Minimizing Risks
- Termination/Expiration
- Financial Aspects

6

External Best Practices

- Join/Support/Influence Organizations
 - CWI (the Coalition for Workforce Innovation)
- Follow Regulatory and Legislative Developments
- Analyze Pending Challenges

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thank you!

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