

MACA

MAKE AFFORDABLE CALIFORNIA AGAIN

AB5 & ABC Test

Restore independent work. No AI-Protect human labor. Reopen opportunity.

MACA will repeal the rigid ABC Test, restore clear independent-contractor rules, protect lawful self-employment, and stop AI from being used as a loophole to eliminate human jobs while blocking independent work.

- 1. Repeal the rigid ABC Test.** MACA will support full repeal of the ABC Test as California's default worker-classification rule and end the presumption that independent professionals must be forced into employment.
- 2. Restore the Right-to-Control standard.** MACA will return to a practical test focused on whether the hiring entity controls the manner and means of the work, instead of using the broad "usual course of business" restriction.
- 3. Protect lawful self-employment.** MACA will recognize freelancers, consultants, sole proprietors, creatives, tradespeople, and other independent professionals as legitimate workers who deserve legal certainty, not automatic suspicion.
- 4. Create a clear independent-business safe harbor.** MACA will establish simple safe-harbor rules for contractors who set their own rates, control their schedules, serve multiple clients, maintain business records, and choose their own work methods.
- 5. Stop anti-California hiring exclusion.** MACA will prevent clients and companies from excluding California professionals simply because state law makes independent contracting legally risky.
- 6. Protect human labor from AI replacement.** MACA will prohibit employers from laying off human workers for the primary purpose of replacing them with AI systems, bots, or automated tools, and will require worker notice, state review, and a lawful human-retention plan before AI displacement can occur.
- 7. Publish quarterly worker-opportunity results.** MACA will issue a public dashboard tracking independent-work opportunities, contractor access, AI-related layoffs, worker complaints, enforcement actions, and reform progress so Californians can judge the plan by facts, not slogans.

Resolution principle: California should protect workers from abuse without destroying lawful self-employment or allowing AI to become a substitute for human opportunity.