

# Navigating AB5: What Franchisors and Franchisees Need to Know Right Now

## Location

Orlando World Center Marriott  
 8701 World Center Dr  
 Orlando, FL 32821

## Date & Time

Start Date: 02/08/2020  
 End Date: 02/11/2020

**Susan Grueneberg** will be speaking about the California Assembly Bill 5 and the impact it has on franchising at the International Franchise Association annual convention. California's codification of *Dynamex Operations West, Inc. v. Superior Court of Los Angeles* (California Assembly Bill 5 (AB 5)) is a potential game changer in the franchise community. *Dynamex* sets forth a three-part test in which all elements must be satisfied in order for a worker to be deemed an independent contractor instead of an employee. While it is not clear that *Dynamex* applies to franchising, given that the franchise industry did not receive an exemption from the law (despite industry's best efforts). Franchisors and franchisees must consider the potential legal and business impacts of this bill on their businesses. This session will discuss the potential impact of AB5 on both franchisors and franchisees, consider what steps each should take to protect themselves from liability under the statute, and review potential new bills being proposed in other statehouses.

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## ATTORNEYS



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