From:	Mike Edwards
To:	Fish, David [DOL]
Subject:	[EXTERNAL] NJDOL Proposed Independent Contractor Rules Posted - Comments due July 4, 2025
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Attachments:	image003.png PRN 2025-051 (57 N.J.R. 894(a)).pdf
Importance:	High

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Good morning Mr. Fish,

I hope this email finds you well.

I wanted to provide some comments on the NJDOL proposed new rules on Independent Contractors.

I am the Senior Vice President of AssuredPartners having specialized in truck insurance for local NJ/NY based trucking companies for over 17 years.

I personally insure over $30 million in trucking insurance premiums. I am a Certified Insurance Counselor (CIC); Transportation Risk Specialist (TRS); Risk & Insurance Power Broker for Transportation, 2025 and Faculty Teaching Member of Risk & Insurance Alliance on Advanced Trucking Insurance topics.

A big part of my profession as a trucking insurance broker is to study our clients financials. Financials are a crucial underwriting tool. Insureds with poor financials and negative cash flow do not invest in safety as frequently as they should. The thought process if it you cant record a profit, you're probably going to cut corners and not replace tires as quickly as you should, brake pads, lights, etc… an auto liability underwriter will want to know this information prior to quoting any particular risk.

I can honestly sit here and tell you that in the last 17 years I have never seen more clients lose money then in the last 1-2 years.

The situation has grown dire. Its been officially called the Great Freight Recession and has lasted longer then any other in our nations history.

Some say it ended in late 2024, I can tell you speaking with clients every day, that is not true.

The cause of which can be debated at length. Too many carriers, too lax of regulations in the freight broker industry with non-asset based companies now controlling 25% of the freight market (up from 6% 20 years ago.) Whatever the cause, trucking companies have never lost more money than the last 2 years and there seems to be no end in sight.

While I sympathize with the DOL's attempt to correct IC misclassification, this bill will devastate the trucking industry.

Over 80% of the Port of Newark/Elizabeth is serviced by Independent Contractors, most of which are truly independent, having the ability to work when they want, incorporated businesses and earn 4-5 times more than W2 employees.

I know and speak to these drivers every day. They will not become W2 employees. They'll simply move out of state and work elsewhere and our Port and all segments of trucking will be left in shambles.

I believe a better way of tackling employee misclassification is to raise penalties and train DOL officers to better target the perpetrators who are truly mislabeling employees as ICs.

I'm speaking of the companies that own vehicles and then put a driver behind the wheel and call them a 1099 contractor.

There are plenty of those in the state but by and large from my experience, most of the Port is serviced by true independent contractors as mentioned above.

If you wish to receive my perspective in person or by video call, I will make myself available.

As someone not directly connected to trucking, I feel my opinion is objective and yet truly reflects the actual environment of trucking today.

There are real struggles in this industry. All I ask is we not make it worse.

Thank you for your time.

Respectfully submitted,

-Mike

Michael Edwards, CIC

Senior Vice President | Transportation

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1. Requesting a random audit of the hospital's records, which shall include:

i. Records of the dates of completion of explicit and implicit training by health care professionals and supportive services staff members; and

ii. Records of the continuing education credits that a health care professional receives for completion of explicit and implicit bias training; or

2. Requesting the hospital to provide, upon request, the records it maintains pursuant to (l) above.

(p) A hospital shall cooperate with a Department's audit and provide the information that the Department requests pursuant to this section by the date that the Department specifies.

1. A hospital may submit a written request for an extension of the time within which it must comply with this subsection, in which the hospital identifies the reasons for which it needs the extension, in which case, the Department may grant or deny such extension of time based on the following considerations:

i. Evidence of a personnel shortage in the office of the hospital that is tasked with responding to audits;

ii. Past record of compliance or non-compliance with cooperating with audit requests; or

iii. Unforeseen circumstances that impede the hospital's practical ability to comply with a request by the date the Department specifies, such as technical problems with any computer software, programs, or equipment necessary for the retrieval of documentation responsive to the audit.

(q) A hospital may be subject to administrative action, pursuant to N.J.A.C. 8:43E-3.1, and/or civil monetary penalties, pursuant to N.J.A.C. 8:43E-3.4(a)22, upon its:

1. Failure to implement an explicit and implicit bias training program;

2. Failure to submit the certification in accordance with (m) above;

3. Submission of a certification in accordance with (m) above that indicates the hospital's noncompliance with this section;

4. Failure to cooperate with an audit or provide requested information or documentation to the Department by the date the Department specifies; or

5. Failure to comply with the provisions of the Act and this section.

LABOR AND WORKFORCE DEVELOPMENT

(a)

OFFICE OF THE COMMISSIONER

ABC Test; Independent Contractors

Proposed New Rules: N.J.A.C. 12:11

Authorized By: Robert Asaro-Angelo, Commissioner, Department of Labor and Workforce Development.

Authority: N.J.S.A. 34:1-20; 34:1A-3.e; 34:11-4.11; 34:11-56a5; 34:11D-11; and 43:21-7g.

Calendar Reference: See Summary below for explanation of exception to calendar requirement.

Proposal Number: PRN 2025-051.

Submit written comments by July 4, 2025, to:

David Fish, Executive Director
Legal and Regulatory Services
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The agency proposal follows:

Summary

The Department of Labor and Workforce Development (Department) is proposing new N.J.A.C. 12:11, which would address, through rules, application of N.J.S.A. 43:21-19(i)(6)(A), (B), and (C), commonly referred to as the statutory "ABC test," to the question of independent contractor status; specifically, to the question of whether a particular worker is considered an employee or an independent contractor pursuant to the New Jersey Unemployment Compensation Law (UCL), N.J.S.A. 43:21-1 et seq., and other New Jersey statutes for which the Department uses the ABC test to determine independent contractor status, such as, but not limited to, the Temporary Disability Benefits Law (TDBL), N.J.S.A. 43:21-25 et seq., the Wage and Hour Law (WHL), N.J.S.A. 34:11-56a4 et seq., the Wage Payment Law (WPL), N.J.S.A. 34:11-4.1 et seq., and the Earned Sick Leave Law (ESLL), N.J.S.A. 34:8D-1 et seq. In short, it is the Department's intent to codify its interpretation of the statutory ABC test, which brings to bear its expertise as the administrative agency tasked by statute with enforcing the above-listed laws. As will be explained in detail below, the Department's interpretation of the ABC test relies heavily on the New Jersey Supreme Court (Court) opinions in *Carpet Remnant Warehouse, Inc. v. New Jersey Department of Labor*, 125 *N.J.* 567 (1991) and *East Bay Drywall, LLC v. Dep't of Labor and Workforce Development*, 251 *N.J.* 477 (2022), hereafter referred to as *CRW* and *EBD*, respectively. Although the Court's opinions in *CRW* and *EBD* should be known to attorneys and accountants who practice in this area, they may not (and likely will not) be known to employers who are making those consequential classification decisions. It is the Department's hope that by codifying its interpretation of the ABC test, including the factors used by the Court in *CRW* and *EBD*, their predecessors and progeny, to evaluate independent contractor status pursuant to the ABC test, employers will be better informed, and, consequently, more likely to make appropriate decisions regarding the classification of workers.

Primarily, proposed new N.J.A.C. 12:11 reflects either a direct statutory mandate or a statutory interpretation that has been announced in published opinions of the New Jersey Supreme Court or the Appellate Division of the New Jersey Superior Court. Also, the proposed new rules reflect the Department's own interpretation of the statutory ABC test. As explained in detail below, each such interpretation is consistent with both statute and binding precedent. The principles embodied in the latter rules have been announced in final administrative determinations (FADs) of Department Commissioners over the course of decades, through multiple administrations. Many of those FADs have been affirmed by courts in both published and unpublished opinions. In one particular instance—regarding the Department's interpretation of Prong B of the ABC test—proposed new N.J.A.C. 12:11-1.4 is directly responsive to the New Jersey Supreme Court's suggestion that "the Department exercise its statutory authority and expertise, particularly in light of the prevalence of remote work today, to promulgate regulations clarifying where an enterprise 'conducts an integral part of its business' and what constitutes the 'usual course of the business.'" *EBD*, *supra* at 496. Within the description of each section of the proposed new rules that follows, the Department will cite the statute and/or court precedent that supports the rule.

The Department is proposing new Chapter 11, which, as described at proposed new N.J.A.C. 12:11-1.1, Purpose, would provide guidance in the form of a listing of principles and factors used to determine whether an individual worker is an independent contractor pursuant to the ABC test. The new rules would also reflect the statutory dictate, recognized on multiple occasions by the courts (see below), that the putative employer has the burden of proof pursuant to the ABC test to establish that the individual providing the services at issue is an independent contractor. Towards that end, proposed new N.J.A.C. 12:11-1.2 would state that the burden of proof to establish independent contractor status pursuant to the ABC test is on the putative employer, and that, because the ABC test is written in the conjunctive, in order for a putative employer to meet its burden pursuant to the ABC test, the putative employer must establish that the services at issue and the individual providing those services meet all three prongs of the ABC test—Prong A, Prong B, and Prong C.

Proposed new N.J.A.C. 12:11-1.2(a), which indicates that the burden of proof to establish independent contractor status pursuant to the ABC

test is on the putative employer, is a restatement of the principle set forth at N.J.S.A. 43:21-19(i)(6), that "[s]ervices performed by an individual for remuneration shall be deemed to be employment subject to this chapter (R.S. 43:21-1 et seq.) **unless and until it is shown to the satisfaction of the division** that" (emphasis added), each of the three prongs of the ABC test have been met. Similarly, proposed new N.J.A.C. 12:11-1.2(b), which indicates that, because the ABC test is written in the conjunctive, in order for a putative employer to meet its burden pursuant to the ABC test, the putative employer must establish that the services at issue and the individual providing the services meet all three prongs of the ABC test, reflects the Legislature's use of the word "and" at N.J.S.A. 43:21-19(i)(6)(B), as it relates to each of the three prongs of the ABC test at N.J.S.A. 43:21-19(i)(6)(A), (B), and (C), and paraphrases the following from the Court's opinion in *CRW*:

> If the Department determines that the relationship falls within that definition [of employment; that is, service performed for remuneration], and is not statutorily excluded, see N.J.S.A. 43:21-19(i)(7), then the party challenging the Department's classification must establish the existence of all three criteria of the ABC test. Conversely, the failure to satisfy any one of the three criteria results in an "employment" classification.
> *CRW*, *supra* at 581 (internal citations omitted) See also, *Schomp v. Fuller Brush, Co.*, 124 *N.J.L.* 487, 489 (Sup. Ct. 1940); *Philadelphia Newspapers, Inc., v. Board of Review*, 397 *N.J. Super*. 309, 325 (App. Div. 2007); *Hargrove v. Sleepy's, LLC*, 220 *N.J.* 289, 305 (2015); and *EBD*, *supra* at 495.

Proposed new N.J.A.C. 12:11-1.3, Prong A of the ABC test, would indicate: (1) that in order to meet its burden pursuant to Prong A, the putative employer must establish not only that the employer has not exercised control, in fact, but also that the employer has not reserved the right to control the individual's performance; (2) that a putative employer need not control every facet of a person's responsibilities for that person to be deemed an employee; and (3) that the following factors may be considered when evaluating, pursuant to Prong A, whether a worker has been, and will continue to be, free from control or direction over the performance of services:

1. Whether the individual is required to work any set hours or jobs;
2. Whether the putative employer has the right to control the details and means by which the services are performed by the individual;
3. Whether the services must be rendered by the individual personally;
4. Whether the putative employer negotiates for and acquires the work performed by the individual;
5. Whether the individual's rate of pay is fixed by the putative employer;
6. Whether the individual bears any risk of loss for the work he or she performs;
7. Whether the individual is required to be on call, on standby, or otherwise available to perform services at set times determined by the putative employer, even if the individual does not actually perform services at such times;
8. Whether the putative employer limits the individual's performance of services for other parties, such as by limiting the individual's geographic area or potential clientele; and
9. Whether the putative employer provides training to the individual.

Each of the first two subsections at proposed N.J.A.C. 12:11-1.3, subsections (a) and (b), are taken directly from the opinion in *CRW*. See *CRW*, *supra* at 582 and 590. See also, *Philadelphia Newspapers, Inc*., *supra* at 321. Some of the factors listed at subsection (c) are also taken directly from the opinion in *CRW*, *supra*, such as: (1) whether the individual is required to work any set hours or jobs; (2) whether the putative employer has the right to control the details and means by which the services are performed; and (3) whether the services must be rendered personally. Certain other factors have been gleaned from opinions of the New Jersey Superior Court, Appellate Division, and Supreme Court issued both before and after the opinion in *CRW*, *supra*. See, for example, *MKI Assocs., LLC v. N.J. Dep't of Labor & Workforce Dev*., 2019 *N.J. Super*. Unpub. LEXIS 2088 (App. Div. 2019), *certif. denied*, 241 *N.J.* 51 (2020) (Court concluded that MKI had failed to meet its burden pursuant to Prong "A" of the ABC test for the following reasons: MKI's "consultant agreements" included non-compete and non-solicitation clauses; the agreements included a buy-out provision and clauses restricting the ability of the facility and a therapist to engage in full-time employment without MKI's written approval; therapists were not permitted to negotiate their wages directly with the facilities; therapists submitted their timesheets to MKI, which paid them and guaranteed their wages); *Pennsauken Diagnostics Ctr., LLC (PDC) v. N.J. Dep't of Labor & Workforce Dev*., 2024 *N.J. Super*. Unpub. LEXIS 1232 (App. Div. 2024) (Court concluded that PDC had failed to meet its burden pursuant to Prong "A" of the ABC test for the following reasons: the pay rate of the radiologists engaged by PDC was fixed by PDC without negotiation; the radiologists were required to log into PDC's portal to determine which diagnostic images to read and were required to issue reports within 24 hours); *Trauma Nurses, Inc. (TNI) v. Board of Review*, 242 *N.J. Super*. 135 (App. Div. 1990) (among the factors considered by the Court when determining whether TNI had exercised control or direction over its nurses, were whether the nurses were required to comply with any rules, practices, or procedures set by TNI; whether TNI required nurses to report to its offices; whether TNI offered training to the nurses; and whether TNI furnished any supplies, equipment, or uniforms to its nurses); *Gilchrist v. Division of Employment Sec.*, 48 *N.J. Super*. 147 (App. Div. 1957) (putative employer's acceptance of risk of loss included among factors contributing to the finding of employment status—"when a customer defaulted, [the putative employer] assumed the possible loss and the salesman retained his commission"); and *Schomp v. Fuller Brush Co*., 124 *N.J.L*. 487 (1940) (Instruction and training provided to salesmen by putative employer among indicia of control; also, salesmen could sell merchandise only in a specified area, and subject to dismissal for failure to sell a given amount).

N.J.A.C. 12:11-1.3(d) would state that the factors listed at subsection (c) are not exhaustive and that additional factors may be considered.

N.J.A.C. 12:11-1.3(e) would make clear that the factors listed at subsection (c) should not be used as a checklist, which is to say, a conclusion that the putative employer has met Prong A of the ABC test should not be based on whether a majority of the factors listed at subsection (c) have been met.

N.J.A.C. 12:11-1.3(f) would state that when evaluating, pursuant to Prong A of the ABC test, whether an individual has been, and will continue to be, free from control or direction over the performance of services for remuneration, control, or direction that the putative employer has exercised or has reserved the right to exercise in order to be in compliance with a law or rule shall be considered; that is, it shall be given the same weight as would be given to any other control or direction that the putative employer has exercised or has reserved the right to exercise. There is nothing in New Jersey statute, including, but not limited to, the UCL, to indicate that the control or direction exercised by a putative employer to ensure compliance with a law or rule should be excluded from consideration when evaluating the facts of a potential employment relationship pursuant to Prong A of the ABC test. The Department's reading is also consistent with the remedial purposes of both the UCL and WPL. See *CRW*, at 581 ("[b]ecause the [UCL] is remedial, its provisions have been construed liberally, permitting a statutory employer-employee relationship to be found even though that relationship may not satisfy common-law principles [of employment]") and *Hargrove v. Sleepy's, LLC*, 220 *N.J*. 289 (2015) ("As a remedial statute, the Wage Payment Law should be liberally construed"), *citing Turon v. J. & L. Constr. Co*., 8 *N.J*. 558 (1952) and *KAS Oriental Rugs, Inc. v. Ellman*, 407 *N.J. Super*. 538 (App. Div. 2009) (noting the Wage Payment Law's humanitarian purpose).

Proposed new N.J.A.C. 12:11-1.4, Prong B of the ABC test, would indicate that, when evaluating, pursuant to Prong B, whether a service is either outside the usual course of business for which such service is performed or that such service is performed outside of all the places of business of the enterprise for which such service is performed, the phrase "places of business" refers to those locations where the enterprise has a physical plant or conducts an integral part of its business. This is taken directly from the opinion in *CRW*, *supra* at 592 ("In our view, [the phrase, 'places of business'] refers only to those locations where the enterprise has a physical plant or conducts an integral part of its business"). The proposed new section would describe what constitutes a service outside of the putative employer's usual course of business, and would provide

examples of both: (1) services that will typically be outside of the putative employer's usual course of business; and (2) services that will typically not be outside of the putative employer's usual course of business. The proposed new section would announce that when: (1) a service is performed by the worker at the residence or place of business of the putative employer's customer; and (2) the service performed by the worker is an essential component of the putative employer's business, the residence or place of business of the putative employer's customer is among the putative employer's places of business. The proposed new section would, for illustrative purposes, apply this test to two particular sets of facts. In addition, the proposed new section would provide examples of locations that are outside of the putative employer's physical plant, but which remain among the putative employer's places of business; and examples of locations that are outside of the putative employer's physical plant and are also not included among the putative employer's places of business. With the enumeration and illustration of the principles described above, as set forth at proposed N.J.A.C. 12:11-1.4, the Department is, as unanimously suggested by the New Jersey Supreme Court in *EBD*, *supra*, "exercise[ing] its statutory authority and expertise … to promulgate regulations clarifying where an enterprise 'conducts an integral part of its business' and what constitutes the 'usual course of the business.'"

Proposed new N.J.A.C. 12:11-1.5, Prong C of the ABC test, would indicate that the following factors are among those that may be considered when evaluating, pursuant to Prong C, whether a worker is customarily engaged in an independently established trade, occupation, profession, or business:

1. The duration, strength, and viability of the individual's business (independent of the putative employer);
2. The number of customers of the individual's business and the volume of business from each respective customer;
3. The amount of remuneration the individual receives from the putative employer compared to the amount of remuneration the individual receives from others in the same industry;
4. The number of employees of the individual's business;
5. The extent of the individual's investment in their own tools, equipment, vehicles, buildings, infrastructure, and other resources;
6. Whether the individual sets their own rate of pay; and
7. Whether the individual advertises, maintains a visible business location, and is available to work in the relevant market.

The listed Prong C factors are paraphrased from the opinion in *CRW*, *supra*, and its progeny. Proposed new N.J.A.C. 12:11-1.5 would also state that the factors are not exhaustive and that the factors listed should not be used as a checklist, which is to say, a conclusion that the putative employer has met Prong C of the ABC test should not be based on whether a majority of the factors listed at subsection (c) have been met. The proposed new section would offer further guidance regarding the application of Prong C. Specifically, it would indicate that the requirement at Prong C that one be customarily engaged in an independently established trade, occupation, profession, or business, calls for an enterprise or business that exists and can continue to exist independent of, and apart from, the particular service relationship with the putative employer; that is, an enterprise or business that is a stable and lasting one that will survive the termination of the relationship with the putative employer. This is taken directly from the opinion in *CRW*, *supra* at 585, quoting *Gilchrist v. Division of Employment Sec.*, 48 *N.J. Super*. 147 (App. Div. 1957), where the Court stated the following:

> [T]he requirement that a person be customarily engaged in an independently-established trade, occupation, profession, or business "calls for an enterprise that exists and can continue to exist independently of and apart from the particular service relationship. The enterprise must be one that is stable and lasting—one that will survive the termination of the relationship." Gilchrist, 48 *N.J. Super*. at 158.

The proposed new section would also explain that multiple employment does not equate to an independently established enterprise or business sufficient to meet Prong C; that working in employment full-time or part-time in industries or professions unrelated to the service performed for the putative employer does not constitute being customarily engaged in an independently established trade, occupation, profession, or business sufficient to meet Prong C; and that licensure in an occupation or profession, such as a nurse or attorney, is not alone (absent proof that during the time period in question the individual was actively and independently in business for himself or herself in that occupation or profession) sufficient to meet Prong C. The proposed new section would indicate that proof of business registration, including the establishment of a limited liability company or a corporation, by the individual performing a service for a putative employer, and/or the individual having obtained liability insurance or workers' compensation insurance, are not alone sufficient to meet Prong C. Each of these principles is included in FADs issued by Commissioners through decades and across administrations of both Democratic and Republican Governors, each reflects the Department's interpretation of the ABC test and its application to the question of independent contractor status, and each is consistent with statute and binding court precedent. Proposed subsections (f) and (g), in particular, are consistent with the express holding in *EBD*, where the putative employer, East Bay Drywall, had provided certificates of insurance and business entity registration information for most of the individuals it alleged had performed work for East Bay Drywall as independent contractors, and where the Court ultimately found that information insufficient to prove that the individuals had been customarily engaged in independently established business enterprises. *EDB*, *supra* at 498. Regarding East Bay Drywall's exclusive reliance on business registration and insurance information for proof that its drywall installers were engaged in independently established business enterprises, the Court in *EDB* added:

> A business practice that requires workers to assume the appearance of an independent entity—a company in name only—could give rise to an inference that such a practice was intended to obscure the employer's responsibility to remit its fund contributions as mandated by the State's employee protection statutes. That type of subterfuge is particularly damaging in the construction context, where workers may be less likely to be familiar with the public policy protections afforded by the ABC test and consequently particularly vulnerable to the manipulation of the laws intended to protect all employees. Such a business practice also undermines the public policy codified in the UCL.

It is important, for the benefit of employers, employees, and Department staff, that the principles embodied at proposed N.J.A.C. 12:11-1.5, which have guided commissioners of the Department for many years, and which, as described above, are consistent with statutes and binding case law, finally are codified in the Departmental rule.

Proposed new N.J.A.C. 12:11-1.6 would list other principles that impact application of the ABC test. Specifically, the proposed new section would state that one cannot make an independent contractor of an individual who would otherwise be considered an employee, either by reporting the earnings of that individual using a Federal Form 1099, as opposed to a Federal Form W-2, or by having the individual sign an agreement that labels the individual an independent contractor. These principles are consistent with the opinion in *CRW*, where the Court stated, "[t]hat determination [regarding independent contractor status under the ABC test] is fact sensitive, requiring an evaluation in each case of the **substance, not the form**, of the relationship." *CRW*, *supra* at 581 (emphasis added), citing *Provident Inst. for Sav. In Jersey City*, 32 *N.J.* 585, 591 (1960); *Trauma Nurses, Inc. v. Board of Review*, 242 *N.J. Super*. 135, 142 (App. Div. 1990); and *Schomp v. Fuller Brush Co.*, *supra*, at 490-91. That is, if the Department was to base its evaluation of a particular individual's services using the statutory ABC test for independent contractor status on which Federal tax form the putative employer chose to use to report the individual's earnings to the IRS, or on the existence of an agreement that labels the individual an independent contractor, that would be inconsistent with N.J.S.A. 43:21-19(i)(6), which requires an evaluation using all three prongs of the ABC test of the facts of the relationship between each individual performing a service and the putative employer for whom the service was performed. It would also be inconsistent with the Court's express instruction in *CRW*, quoted above, that any determination of independent contractor status must be fact

sensitive, requiring an evaluation of the substance, not the form, of the relationship between the individual and the putative employer.

Proposed new N.J.A.C. 12:11-1.6 would also indicate that pursuant to the ABC test, it is not relevant that an individual would not qualify monetarily for receipt of unemployment compensation benefits based upon earnings, which includes, but is not limited to, where the individual would not qualify monetarily for receipt of unemployment compensation benefits based on earnings from the putative employer alone. As to the overarching principle expressed in the proposed new section—that the insufficiency of earnings to establish monetary eligibility for unemployment compensation benefits is not relevant to the determination of whether one is an employee or an independent contractor pursuant to the ABC test—that principle is supported by N.J.S.A. 43:21-19(i), which states that pursuant to the Unemployment Compensation Law, once services have been performed for remuneration, a presumption of employment arises, and the presumption of employment may be rebutted only if the putative employer is able to establish that the services and the individual performing those services meet all three prongs of the ABC test. The statute does not state that the presumption of employment only arises when the remuneration paid by the putative employer to the individual performing services is in an amount sufficient to establish monetary eligibility for unemployment compensation, nor does the ABC test make any mention of the sufficiency of earnings to establish monetary eligibility for unemployment compensation benefits as a factor to be considered when determining whether an individual is an employee or an independent contractor. The inclusion of this provision within the proposed new chapter is a direct response to those who would assert (and have asserted) that because an individual's employment is or was for a limited duration or frequency, the earnings for which would not alone be sufficient to establish monetary eligibility for unemployment compensation benefits, the relationship between the individual providing the services, and the putative employer cannot be considered one of employment. That is, this particular argument, previously encountered by the Department, is without merit, for among other reasons, that pursuant to N.J.S.A. 43:21-4(e), wages from all employment are combined to establish a valid claim for benefits pursuant to the Unemployment Compensation Law. As was explained in a recent Commissioner FAD:

> [U]nder N.J.S.A. 43:21-4(e), an individual's wages from all employment are combined to establish a valid claim for benefits under the UCL. Thus, for example, an individual who works full-time with the State as an Investigator earning $45,000 per year, and who also works on a seasonal basis (during November and December) as a salesperson for a retail establishment earning $2,000 per year, is no less an employee of the retail establishment, nor is the retail establishment any less responsible to remit UI/DI contributions on behalf of its seasonal employee, simply because the individual holds full-time employment with the State, or because the individual would be unable to file a valid claim for benefits based on the $2,000 in earnings from the retail establishment alone. Each is employment under the UCL (one full-time and the other part-time/seasonal) and each carries with it an obligation on the part of the employer to remit UI/DI contributions on behalf of its employee based on wages earned.
>
> *Yeamon Music, Inc. v. Department of Labor and Workforce Development* (Issued January 19, 2023).

Furthermore, pursuant to the New Jersey Wage and Hour Law and New Jersey Wage Payment Law, through which, as affirmed by the New Jersey Supreme Court in *Hargrove*, *supra*, the Department also uses the ABC test to determine independent contractor status, the presumption of employment arises not when services have been performed for remuneration, but rather, when an individual is "suffered or permitted to work" (see N.J.S.A. 34:11-4.1 and 34:11-56a1). Thus, pursuant to the Wage Payment Law and Wage and Hour Law, once one has suffered or been permitted to work, a presumption of employment arises regardless of whether remuneration was paid for the services performed.

As the Department has provided a 60-day comment period for this notice of proposal, this notice is excepted from the rulemaking calendar requirements pursuant to N.J.A.C. 1:30-3.3(a)5.

Social Impact

The proposed new rules would have a positive social impact in that they would mitigate or eliminate possible confusion among employers and employees as to the question of independent contractor status for the purpose of determining coverage pursuant to various laws enforced by the Department, including, but not limited to, the Unemployment Compensation Law, the Wage Payment Law, the Wage and Hour Law, and the Earned Sick Leave Law. Furthermore, since the added clarity stemming from the proposed new rules should result in more workers being properly classified (either as employees or independent contractors), those who become properly classified as employees (and their families) will most assuredly be impacted positively by the availability to them, as the law intended, of vital assistance in times of need in the form of unemployment compensation, temporary disability benefits, family leave insurance benefits, and earned sick leave.

The proposed new rules would also benefit the Department in that they would provide clarity to both employers and employees regarding the issue of independent contractor status, thereby assisting in a more effective enforcement by the Department of the law.

Economic Impact

The proposed new rules would have a positive economic impact on employers who, but for the proposed new rules, might misunderstand the issue of independent contractor status and, thereby, run the risk of incurring unnecessary expenses related to assessments for unpaid contributions, unpaid wages, and penalties levied by the Department for violations of the law and rules. As indicated in the Social Impact, the proposed new rules would mitigate or eliminate possible confusion among employers and employees with regard to the issue of independent contractor status. This would presumably result in fewer violations and, consequently, the levying of fewer assessments for unpaid contributions, unpaid wages, and penalties by the Department. As also indicated in the Social Impact, the added clarity stemming from the proposed new rules should result in more workers being properly classified (either as employees or independent contractors), which means that those who become properly classified as employees (and their families) would be impacted positively from an economic, as well as social perspective, by the availability to them of unemployment compensation, temporary disability benefits, family leave insurance benefits, and earned sick leave.

Federal Standards Statement

The proposed new rules do not exceed standards or requirements imposed by Federal law. Specifically, the proposed new rules are not inconsistent with the Federal Unemployment Tax Act, 26 U.S.C. §§ 3301 et seq. Consequently, a Federal standards analysis is not required.

Jobs Impact

The proposed new rules would have no impact on either the generation or loss of jobs.

Agriculture Industry Impact

The proposed new rules would have no impact on the agriculture industry.

Regulatory Flexibility Analysis

The proposed new rules would impose no reporting, recordkeeping, or compliance requirements on small businesses, as that term is defined in the Regulatory Flexibility Act, N.J.S.A. 52:14B-16 et seq. Rather, the proposed new rules would simply facilitate a better understanding by employers and employees of the laws enforced by the Department. The clarity which would result from the proposed new rules would inure to the benefit of all concerned, including employers, large and small.

Housing Affordability Impact Analysis

The proposed new rules would have no impact on the affordability of housing in New Jersey and would not evoke a change in the average costs associated with housing because the proposed new rules pertain to Department determinations regarding independent contractor status and have nothing to do with housing.

Smart Growth Development Impact Analysis

The proposed new rules would have no impact on smart growth and would not evoke a change in housing production in Planning Areas 1 or

2, or within designated centers, pursuant to the State Development and Redevelopment Plan in New Jersey because the proposed new rules pertain to Department determinations regarding independent contractor status and have nothing to do with housing.

Racial and Ethnic Community Criminal Justice and Public Safety Impact

The Commissioner of the Department has evaluated this rulemaking and determined that it will not have an impact on pretrial detention, sentencing, probation, or parole policies concerning adults and juveniles in the State. Accordingly, no further analysis is required.

Full text of the proposed new rules follows:

CHAPTER 11
ABC TEST; INDEPENDENT CONTRACTORS

SUBCHAPTER 1. APPLICATION OF THE ABC TEST RULES

12:11-1.1 Purpose and scope

(a) The purpose of this chapter is to delineate the manner in which N.J.S.A. 43:21-19(i)(6)(A), (B), and (C), commonly referred to as the "ABC test," shall be applied to the question of independent contractor status.

(b) This chapter shall be applied when interpreting each statute and each Department of Labor and Workforce Development rule where the issue of independent contractor status is determined based on an application of the ABC test, including, but not limited to, the Unemployment Compensation Law, N.J.S.A. 43:21-1 et seq., the Temporary Disability Benefits Law, 43:21-25 et seq., the Wage Payment Law, 34:11-4.1 et seq., the Wage and Hour Law, 34:11-56a1 et seq., the Earned Sick Leave Law, 34:11D-1 et seq., and the Call Center Jobs Act, 34:21-8 et seq.

12:11-1.2 Burden of proof

(a) The burden of proof to establish independent contractor status, pursuant to the ABC test, is on the putative employer.

(b) As the ABC test is written in the conjunctive, in order for the putative employer to meet its burden pursuant to the ABC test, the putative employer must establish that the services at issue, and the individual providing those services, meet all three prongs of the ABC test—Prong A, Prong B, and Prong C.

12:11-1.3 Prong A of the ABC test

(a) In order for the putative employer to meet its burden pursuant to Prong A of the ABC test, the putative employer must establish that it does not exercise control or direction over the individual's work in fact, and that it does not reserve the right to control or direct the individual's work.

(b) The putative employer need not control every facet of a person's work for that person to be an employee.

(c) The following factors are among those that shall be considered when evaluating whether an individual has been and will continue to be free from control or direction pursuant to Prong A of the ABC test:

1. Whether the individual is required to work any set hours or jobs;

2. Whether the putative employer has the right to control the details and means by which the services are performed by the individual.

i. The following sub-factors may be considered when determining whether the putative employer has exercised control over the details and means by which the services are performed by the individual. It is intended to be illustrative and is not exhaustive.

(1) Whether the putative employer requires the individual to use specific tools, supplies, or materials;

(2) Whether the putative employer requires the individual to wear a uniform or to don or display a specific logo, color(s), or other insignia;

(3) Whether the putative employer requires the individual to use a digital application or software in the course of performing the services that are primarily or unilaterally controlled by the putative employer; and

(4) Whether the putative employer requires the individual to report on any aspect of the individual's services at prescribed times or intervals;

3. Whether the services must be rendered by the individual personally;

4. Whether the putative employer negotiates for and acquires the services performed by the individual;

5. Whether the individual's rate of pay is fixed by the putative employer;

6. Whether the individual bears any risk of loss for services performed;

7. Whether the individual is required to be on call, on standby, or otherwise available to perform services at set times determined by the putative employer, even if the individual does not actually perform services at such times;

8. Whether the putative employer limits the individual's performance of services for other parties, such as by limiting the individual's geographic area or potential clientele; and

9. Whether the putative employer provides training to the individual.

(d) The factors listed at (c) above are not exhaustive and additional factors may be considered.

(e) The factors listed at (c) above shall not be used as a checklist; that is, a conclusion that the putative employer has met Prong A of the ABC test shall not be based on whether a majority of the factors listed at (c) above have been met. There is no set number of factors that will, in every instance, result in a finding that the putative employer either has or has not met its burden pursuant to Prong A of the ABC test. Some factors may be relevant in one situation and may not be relevant in another. What is required pursuant to Prong A of the ABC test is to evaluate the entire relationship between the individual and the putative employer and to determine whether the individual has been, and will continue to be, free from control or direction by the putative employer.

(f) When evaluating, pursuant to Prong A of the ABC test, whether an individual has been, and will continue to be, free from control or direction over the performance of services, any control or direction that the putative employer has exercised, or has reserved the right to exercise, in order to be in compliance with a law or rule shall be considered; that is, it shall be given equal weight to what would be given any other control or direction that the putative employer has exercised or has reserved the right to exercise.

12:11-1.4 Prong B of the ABC test

(a) In order to meet its burden pursuant to Prong B of the ABC test, the putative employer must establish either that an individual's services are outside of the putative employer's usual course of business or that such services are performed outside of all of the putative employer's places of business.

(b) The putative employer's usual course of business may include activities that the putative employer regularly engages in to generate revenue or develop, produce, sell, market, or provide goods or services. An entity may have more than one usual course of business.

(c) The following are examples of services that will typically be outside of the putative employer's usual course of business:

1. A dentist engages the services of a cleaning person to clean the dental office. The services performed by the cleaning person are likely outside of the dentist's usual course of business;

2. A restaurant engages the services of a musician to perform on a given night for the restaurant's patrons. The services performed by the musician are likely outside of the restaurant's usual course of business; and

3. A law firm engages the services of a landscaper to mow the lawn and trim hedges on the grounds of its building. The services performed by the landscaper are likely outside of the law firm's usual course of business.

(d) The following are examples of services that will typically not be outside of the putative employer's usual course of business:

1. A transportation network company, as defined at N.J.S.A. 39:5H-2, engages the services of a driver to transport riders (customers) of the transportation network company from one location to another. The services performed by the driver are likely not outside of the transportation network company's usual course of business;

2. A drywall installation company engages the services of a drywall installer to install drywall at sites where the drywall installation company's customers are constructing or renovating homes or commercial buildings. The services performed by the drywall installer are likely not outside of the drywall installation company's usual course of business; and

3. A country club engages the services of a caddie to assist the country club's members on the country club's golf course. The services performed

by the caddie are likely not outside of the country club's usual course of business.

(e) When evaluating whether services are performed outside of all the places of business of the enterprise for which such service was performed, the phrase "places of business" refers to locations where the enterprise has a physical plant or conducts an integral part of its business.

(f) The locations where the putative employer has a physical plant include, but are not limited to, a physical office, store, or factory where a substantial amount of the putative employer's work is performed.

(g) The locations where the putative employer conducts an "integral part of its business," include, but are not limited to, locations outside of the putative employer's physical plant, where the services performed by the individual are an essential component of, rather than ancillary to, the putative employer's business. This includes the residence or place of business of the putative employer's client or customer, when the services performed by the individual at such location are an essential component of, rather than ancillary to, the putative employer's business.

1. For example, when an individual is engaged by a carpet sales business to install carpet at the residences of the carpet sales business' customers, customers who have purchased carpet from the carpet sales business and who have opted to avail themselves of the carpet sales business' offer to have the carpet installed at the customer's residence, the service being performed by the carpet installer at the residences of the carpet sales business' customers has not been performed at the carpet sales business' places of business, because although the service was performed at the residence or place of business of a customer of the carpet sales business, the service of carpet installation was not an essential component of the carpet sales business. That is, the showroom where the carpet sales business displayed and sold carpet was its physical plant, the optional service of carpet installation was ancillary to, rather than an essential component of, the putative employer's business of carpet sales, and, therefore, the residences of the carpet sales business' customers were not among the carpet sales business' places of business.

2. For example, and by way of contrast to the example at (g)1 above, when an individual is engaged by a drywall installation business to install drywall at the residences of the drywall installation business' customers, the service being performed by the drywall installer at the residences of the drywall installation business' customers has been performed at the drywall installation business' places of business, as the service was performed at the residences of customers of the drywall installation business and the service of drywall installation was an essential component of, rather than ancillary to, the drywall installation business. That is, the focus of the drywall installation business' enterprise is the installation of drywall (not the sale of drywall). Therefore, drywall installation is an essential component of, rather than ancillary to, the putative employer's business, and the residences of the drywall installation business' customers were among the drywall installation business' places of business.

3. Other examples of locations that are outside of the putative employer's physical plant, but remain among the putative employer's places of business, because they are locations where the putative employer conducts an integral part of its business, include, but are not limited to, the following:

i. An airplane, for an airline business;

ii. A truck, for a trucking company; and

iii. A vehicle operated by a driver, whether for a limousine, taxi, transportation network company, or delivery service, the purpose of which is to transport people or goods.

4. Other examples of locations that are outside of the putative employer's physical plant, and are also not included among the putative employer's places of business, because they are not locations where the putative employer conducts an integral part of its business, include, but are not limited to, the following:

i. Public buildings, such as the county clerk's office, where a title abstractor performs abstracting services, or a public library or archive, where a title abstractor performs research; and

ii. An individual's personal residence where they perform remote work. For the purpose of this subparagraph, the term "remote work" means performing services from a location other than a location operated by the putative employer.

12:11-1.5 Prong C of the ABC test

(a) In order to meet its burden pursuant to Prong C of the ABC test, the putative employer must establish that an individual is customarily engaged in an independently established trade, occupation, profession, or business.

(b) The following factors are among those that shall be considered when evaluating whether an individual is customarily engaged in an independently established trade, occupation, profession, or business, pursuant to Prong C of the ABC test:

1. The duration, strength, and viability of the individual's business (independent of the putative employer);

2. The number of customers of the individual's business and the volume of business from each respective customer;

3. The amount of remuneration the individual receives from the putative employer compared to the amount of remuneration the individual receives from others in the same industry;

4. The number of employees of the individual's business;

5. The extent of the individual's investment in their own tools, equipment, vehicles, buildings, infrastructure, and other resources;

6. Whether the individual sets their own rate of pay; and

7. Whether the individual advertises, maintains a visible business location, and is available to work in the relevant market.

(c) The factors listed at (b) above are not exhaustive and additional factors may be considered.

(d) The factors listed at (b) above shall not be used as a checklist; that is, a conclusion that the putative employer has met Prong C of the ABC test shall not be based on whether a majority of the factors listed at (b) above have been met. There is no set number of factors that will, in every instance, result in a finding that the putative employer either has or has not met its burden pursuant to Prong C of the ABC test. Some factors may be relevant in one situation and may not be relevant in another. What is required pursuant to Prong C of the ABC test is to evaluate the totality of the facts, including, but not limited to, the entire relationship between the individual and the putative employer, and to determine whether the individual is customarily engaged in an independently established trade, occupation, profession, or business.

(e) Pursuant to Prong C, what is relevant is not whether an individual was free to work for others, but rather, whether the individual did perform services for, and receive remuneration for the performance of such services from others during the relevant period; for example, regarding coverage pursuant to the Unemployment Compensation Law within the context of an audit to determine contribution liability, during the audit period.

(f) In order to meet its burden pursuant to Prong C of the ABC test, the putative employer must establish that an individual's independently established trade, occupation, profession, or business, is an enterprise that exists and can continue to exist independent of, and apart from, the particular service relationship with the putative employer; that is, the enterprise must be stable and lasting and able to survive the termination of the relationship with the putative employer.

1. An individual having multiple employers does not equate to an individual having an independently established trade, occupation, profession, or business sufficient to meet Prong C.

2. Working full-time or part-time for an entity or individual other than the putative employer does not alone equate to an individual being customarily engaged in an independently established trade, occupation, profession, or business sufficient to meet Prong C.

3. Licensure in an occupation or profession, such as a nurse or attorney, is not alone sufficient to meet Prong C.

(g) Proof of business registration, including the establishment of a sole proprietorship, a limited liability company, or a corporation, by the individual performing a service for the putative employer, is not alone sufficient to meet Prong C.

1. The existence of a business entity, without more, may suggest a business in name only and does not suggest independent contractor status.

2. Where the putative employer requires or encourages the individual to establish a business entity, this may suggest a business in name only and does not suggest independent contractor status.

(h) Proof that the individual performing services for the putative employer has their own liability insurance and/or workers' compensation

insurance, is not alone sufficient to meet Prong C. Where the putative employer requires or encourages the individual to obtain such insurance, the existence of such insurance does not suggest independent contractor status.

12:11-1.6 Additional principles governing application of the ABC test

(a) The question of independent contractor status is determined based on an evaluation of the facts surrounding the relationship between the putative employer and the individual providing the services and the application of the ABC test to those facts.

(b) One cannot transform an individual into an independent contractor who would otherwise be considered an employee, by reporting the earnings of that individual using a Federal Form 1099, as opposed to a Federal Form W-2.

(c) A written or oral contract or agreement labeling an individual as an independent contractor is not dispositive of whether an individual is an independent contractor pursuant to the ABC test.

1. When determining the weight given to an alleged independent contractor agreement, the following factors may be considered, among others:

i. Whether either the putative employer or the individual is the primary or unilateral drafter of the alleged independent contractor agreement;

ii. Whether material terms of the alleged independent contractor agreement are negotiable or it is a contract of adhesion;

iii. Whether the putative employer reserves the right to unilaterally modify any term of the alleged independent contractor agreement or the conditions of service during the term of the agreement; and

iv. Whether either the putative employer or the individual may terminate the alleged independent contractor agreement or the relationship at any time during the term of the agreement.

(d) The fact that an individual would not qualify for receipt of unemployment compensation benefits based on their earnings is not relevant to the question of whether such individual is an independent contractor pursuant to the ABC test. Likewise, that an individual would not qualify for receipt of unemployment compensation benefits based on their earnings solely from the putative employer also does not impact whether such individual is an independent contractor pursuant to the ABC test.

LAW AND PUBLIC SAFETY

(a)

DIVISION OF CONSUMER AFFAIRS
STATE BOARD OF MEDICAL EXAMINERS
Notice of Proposed Substantial Changes Upon Adoption to Proposed Amendments
Sexual Misconduct Prevention
Proposed Changes: N.J.A.C. 13:35-6.23

Proposed: April 15, 2024, at 56 N.J.R. 544(a).

Authorized By: State Board of Medical Examiners, Otto F. Sabando, D.O., President.

Authority: N.J.S.A. 45:9-2.

Submit written comments by July 4, 2025, to:

Antonia Winstead, Executive Director
State Board of Medical Examiners
PO Box 183
Trenton, New Jersey 08625-0183
or electronically at: https://www.njconsumeraffairs.gov/Proposals/Pages/default.aspx

Take notice that the State Board of Medical Examiners (Board) proposed amendments to rules related to chaperones at N.J.A.C. 13:35-6.23 on April 15, 2024, at 56 N.J.R. 544(a), to prevent sexual misconduct. The notice of proposal was issued in response to Administrative Executive Directive No. 2021-3 (2021) (Directive), which set forth a comprehensive agenda for tackling sexual misconduct in the licensed professions. The public comment period closed on June 14, 2024. The Board received comments from:

1. Lawrence Downs, CEO, Medical Society of New Jersey;

2. Laurie A. Clark, Legislative Counsel, the New Jersey Association of Osteopathic Physicians and Surgeons, the New Jersey Society of Interventional Pain Physicians, New Jersey Section of ACOG, and New Jersey Podiatric Medical Society;

3. Patricia Kelmar, Senior Director, Health Care Campaigns, and Doug O'Malley, Senior Advisor, New Jersey Public Interest Research Group (NJPIRG);

4. John D. Fanburg, Brach Eichler, LLC, for New Jersey State Society of Anesthesiologists;

5. Lisa McGiffert, President/Co-founder and Carol Cronin, Chair, Medical Board Roundtable, Patient Safety Action Network; and

6. Azza AbuDagga, M.H.A., Ph.D., Health Services Researcher, Public Citizen.

The Board is proposing substantial changes to N.J.A.C. 13:35-6.23 requiring additional public notice pursuant to N.J.S.A. 52:14B-4.10.

Summary of public comments to proposed amendments to N.J.A.C. 13:35-6.23 and Board responses:

1. COMMENT: Every commenter addressed the credentials and training of observers. Three commenters stated that observers should be trained individuals, but that no license or certification should be required due to the financial burden and staffing challenges associated with the observer being a licensee or a certified medical assistant (CMA). One commenter expressed difficulty finding and retaining staff even without the additional requirement of the observer being a licensee or CMA and suggested a new category of registered assistants. Two commenters stated that the requirement that observers be licensees or CMAs would be especially burdensome on small practices. One commenter stated that it would disproportionately affect practices running on margins, which tend to serve vulnerable populations, leading to decreased access to essential care. These commenters all supported required training for observers in lieu of a requirement for the observer to be a licensee or CMA. One commenter suggested a two-hour training course on proper technique and conduct in the performance of sensitive examinations. Another commenter suggested the Board make an online observer training available at no cost.

Three other commenters supported the requirement of medical training or licensure for observers. These commenters also stated that observers should be trained, even if they are licensees or CMAs. Two commenters stated that observers should be required to take the same training that physicians are required to take pursuant to N.J.A.C. 13:35-6.15(e). Another commenter stated that the observers should have training that addresses what constitutes an appropriate exam for the type of exam being observed, when an intimate exam is medically indicated, how to intervene when they witness misconduct, reporting obligations, and protection from retribution and retaliation. Another commenter stated that without mandatory training for observers, "their presence will just offer an 'illusion of safety.'" This commenter also stated that the rules should stipulate that the observer not have past criminal, disciplinary, or malpractice history.

RESPONSE: The Board believes that observers must be medically trained and empowered to report misconduct to be effective. The Board proposed to use a license or certification as a mechanism to ensure observers have training and that a board or certifying agency had authority over the observer. Having reviewed the public comments summarized above, the Board recognizes that this approach would be burdensome on small practices due to staffing challenges and the financial impact of dedicating a licensee or CMA to observation. The Board remains committed to ensuring that observers are trained. Accordingly, the Board proposes to remove the proposed requirement that the observer be a licensee or a CMA and to replace it with the requirements at proposed new N.J.A.C. 13:35-6.23(a)1. This paragraph requires the licensee to utilize an observer who has provided the licensee with documentation of completion of two hours of observer training and an affirmation that the licensee has not been subject to discipline or civil or criminal liability for failure to report misconduct or been convicted of a crime that would disqualify the observer from obtaining a license pursuant to N.J.S.A. 45:1-15.9. The

From: Lisa Rouh
To: Fish, David [DOL]
Subject: [EXTERNAL] Opposition to Proposed ABC Test Rule – Preserving Independent Work in New Jersey
Date: Thursday, May 22, 2025 10:11:26 PM

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Dear Mr. Fish,

I am writing to express my strong opposition to the New Jersey Department of Labor's proposed rule to codify the ABC Test for determining independent contractor status.

While I respect the intent to protect workers from misclassification, this proposal risks serious and far-reaching consequences. It may correctly classify some, but it will **misclassify many more**. Under this misguided regulation, legitimate independent contractors—myself included—could lose our hard-earned, beloved businesses and careers.

Here are just some of my many concerns:

This rule targets people who don't need protection.

It threatens the livelihoods of professionals—including writers and editors like me—who **choose** freelancing for its independence and flexibility. Based on the U.S. government's own data, the primary targets of anti-independent contractor policies are Americans who **prefer** self-employment. For more than a decade, study after study has shown that the vast majority of independent contractors are **correctly classified**.

This rule is overly restrictive.
The proposed interpretation of Prong B—treating virtually any location where work is performed as the employer's place of business—sets an **unrealistically high bar**. I work remotely because I value the freedom it offers. My home office is **my** place of business—not the domain of any of the dozens of clients I proudly serve.

This rule is bad for quality of life—and state revenue.

Even during the height of the pandemic, **60% of freelancers said no amount of money** would persuade them to take a traditional job. We love what we do. I launched my business in 2012, and unlike friends and family eager to retire, I plan to freelance as long as my brain and typing fingers allow.
And research consistently affirms independent contractors' passion for our

work: **70% to 85%** of us are happier, healthier, and earning as much or more than in traditional jobs. And that's not just good for us—it's also good for New Jersey's tax base.

This rule disproportionately harms minorities.
Independent contractors are more likely to be **women, people of color, and older workers**. In fact, **older Americans are more than twice as likely to be self-employed** (23%) compared to workers ages 25 to 64 (10%).

This rule threatens families' financial stability.

Rather than leveling the playing field, it would obliterate a huge proportion of the players. By narrowing the definition of independent contractors, businesses may be forced to cut ties with freelancers—reducing opportunities and income for those of us who rely on this work to support our families and put food on our tables.

I urge the Department to:

Reevaluate the rule's scope to acknowledge the legitimate role independent contractors play in today's economy. Protect those who need it, without punishing those of us who freely choose and embrace this way of working.

Engage independent professionals in this conversation. We know the realities of freelance work, and we deserve a seat at the table when it's being regulated.

Please reconsider this rule and protect the future of independent contracting**—and the future of families like mine—**in New Jersey.

Thank you.

Sincerely,
Lisa Rouh, Writer and Editor
Lisa Rouh Communications, LLC
lisarouh@aol.com
http://www.linkedin.com/in/lisarouh
856-725-6227

From: David Cannillo
To: Fish, David [DOL]; SenScutari@njleg.org; AsmCoughlin@njleg.org
Subject: [EXTERNAL] Oppose the NJDOL Proposal to Eliminate Independent Contractors
Date: Monday, June 2, 2025 11:11:15 AM
Attachments: DOL Comment Letter Proposed New Rules N.J.A.C. 1211.docx

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Please see the attached.

Thank you,

David Cannillo
MTI,Inc.
1030 Blue Barn Rd.
Suite 2
Allentown, PA 18104
484-866-4250
484-866-4267 Fax

MTI, INC

June 2nd 2025

David Fish, Executive Director, Legal and Regulatory Services
Department of Labor and Workforce Development
PO Box 110, 13th Floor
Trenton, NJ 08625-0110
Fax: (609) 292-8246
Email: David.Fish@dol.nj.gov

RE: Proposed New Rules: N.J.A.C. 12:11, Proposal Number PRN 2025-051

Dear Mr. Fish,

I am submitting the following comments in strong opposition to Proposed New Rules N.J.A.C. 12:11, Proposal Number PRN 2025-051. I urge the New Jersey Department of Labor to take these comments into consideration and reconsider the rule changes proposed.

As a Supply Chain Stakeholde***r,*** this proposal would have a negative impact on me and all residents in the State of New Jersey. My objections are as follows:

- The ABC test is a job-killer that hurts *all* workers.
- The proposal will not protect Independent Contractors—it will *eliminate* them.
- The proposal will cause irrevocable harm to the Supply Chain, eliminating up to 77% of our driver workforce.
- The NJDOL proposal will *not* create jobs, it will destroy them and negatively impact New Jersey's economy, just as similar policies did in California.
- The NJDOL proposal is dangerous and unreasonable.
- The proposal is based on old data and misinterpreted research.
- The DOL's approach lacks clarity and will increase confusion.
- More time and input are needed to address this complex issue.
- The NJDOL proposal ignores Federal policy changes and pending Federal legislation.
- Rules that restrict Independent Contractor work hurt women, seniors, and minorities
- The NJDOL proposal goes too far and will hurt the workers and business owners alike.

For all of the reasons state above, I urge the New Jersey Department of Labor to reconsider the rule proposal currently set forth.

Thank you.

David Cannillo

From:	Steve Liberti
To:	Fish, David [DOL]
Cc:	Steve Liberti
Subject:	[EXTERNAL] Proposed New Rules: N.J.A.C. 12:11
Date:	Monday, June 2, 2025 11:39:10 AM
Attachments:	image001.png

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David Fish, Executive Director, Legal and Regulatory Services

Department of Labor and Workforce Development

PO Box 110, 13th Floor

Trenton, NJ 08625-0110

Fax: (609) 292-8246

Email: David.Fish@dol.nj.gov

RE: Proposed New Rules: N.J.A.C. 12:11, Proposal Number PRN 2025-051

Dear Mr. Fish,

I am writing to express my strong opposition to the proposed changes outlined in N.J.A.C. 12:11, Proposal Number PRN 2025-051. As an Independent Contractor and Concerned Citizen actively engaged in New Jersey's labor market, I am deeply troubled by the potential consequences these rules will have on the workforce, the broader supply chain, and the economic vitality of our state.

My father started this company 78 years ago with one truck by today's standards this would be an Owner Operator , he thought himself to be an entrepreneur.

There are several critical concerns that I urge you to consider:

The reliance on the ABC test in this proposal is likely to stifle employment opportunities. This test, by imposing rigorous criteria on worker classification, threatens to eliminate job flexibility and secure employment for many, ultimately hindering access to decent work for a broad cross-section of the labor force. Rather

than protecting independent work arrangements, the proposed changes would effectively eliminate independent contractor roles. Such an outcome would remove a vital source of flexibility and income for many New Jersey residents who rely on these opportunities to balance work with other responsibilities. The proposal's implications extend beyond individual employment. By potentially reducing the driver workforce by as much as 77%, the rules risk causing enduring supply chain disruptions. This is particularly concerning given the essential role that these workers play in Evidence from similar policies in other states, notably California, shows that such regulatory changes have historically resulted in job losses and broader economic decline. The proposed NJDOL changes, if implemented, may have a similarly destructive impact on New Jersey's economy Addressing this complex issue requires more time and extensive input from all affected parties. The current proposal does not adequately account for ongoing federal policy changes and pending legislation that could alter the regulatory landscape. Greater dialogue and review are essential before implementing such sweeping changes. Rules that restrict independent contractor work are particularly harmful to women, seniors, and minorities, who rely on these opportunities to overcome systemic economic disadvantages. Implementing such measures will only exacerbate existing inequities.

For all of these reasons, I respectfully urge the New Jersey Department of Labor to reconsider the proposed rule changes. I believe that a more thoughtful and inclusive approach is necessary—one that reflects up-to-date research, thorough stakeholder engagement, and a clear vision for the future of work in New Jersey.

Thank you for your attention to this critical matter. I trust that my comments, along with those of many others, will be seriously considered in the review and revision of these proposals.

Sincerely,

Steve Liberti

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Ph: 973-589-6700
Fax: 973-589-6677
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From: Robert Castelo
To: Fish, David [DOL]; Jerry Doherty; Safety
Subject: [EXTERNAL] Proposed New Rules: N.J.A.C. 12:11
Date: Monday, June 2, 2025 1:38:39 PM
Attachments: Opposition letter.docx

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Mr Fish,

The the attached letter is going out today.

Thank you for your consideration.
--
Robert Castelo
President
Marine Transport/CSNJ/Coastwide Express
400 Rt 34, Suite 202 Second floor
Matawan, NJ 07747
908 578 3838

Atlanta, GA * atlanta@marine-trans.com | Baltimore, MD * baltimore@marine-trans.com| Charleston, SC * charleston@marine-trans.com | Chicago, IL * chicago@marine-trans.com | Cleveland, OH * cleveland@marine-trans.com | Houston, TX * houston@marine-trans.com | Jacksonville, FL * jacksonville@marine-trans.com | Newark, NJ * newark@marine-trans.com | Salem, NJ * salem@marine-trans.com | Savannah, GA * savannah@marine-trans.com

Marine Transport, Inc.
400 Rt. 34, Second Floor
Matawan, NJ 07747
732-765-1400

June 2, 2025
David Fish, Executive Director, Legal and Regulatory Services
Department of Labor and Workforce Development
PO Box 110, 13th Floor
Trenton, NJ 08625-0110
Fax: (609) 292-8246
Email: David.Fish@dol.nj.gov

RE: Proposed New Rules: N.J.A.C. 12:11, Proposal Number PRN 2025-051

Dear Mr. Fish,

I am submitting the following comments in strong opposition to Proposed New Rules N.J.A.C. 12:11, Proposal Number PRN 2025-051. I urge the New Jersey Department of Labor to take these comments into consideration and reconsider the rule changes proposed.

As an Intermodal Freight Carrier, operating in Salem and Newark, NJ, our owner operators are critical to our existence. We provide international freight deliveries to and from the ports and rails in Newark and Salem, NJ and Philadelphia. This proposal would have a catastrophic impact on all our employees and owner operators, including all residents in the State of New Jersey who count on us for the delivery of their goods. My objections are as follows:

- The ABC test is a job-killer that hurts *all* workers.
- The proposal will not protect Independent Contractors—it will *eliminate* them.
- The proposal will cause irrevocable harm to the Supply Chain, eliminating up to100% of our driver workforce.
- The NJDOL proposal will *not* create jobs, it will destroy them and negatively impact New Jersey's economy, just as similar policies did in California.
- The NJDOL proposal is dangerous and unreasonable.
- The proposal is based on old data and misinterpreted research.
- The DOL's approach lacks clarity and will increase confusion.
- More time and input are needed to address this complex issue.
- The NJDOL proposal ignores Federal policy changes and pending Federal legislation.
- Rules that restrict Independent Contractor work hurt women, seniors, and minorities.
- The NJDOL proposal goes too far and will hurt ALL workers and business owners alike.

For all the reasons state above, I urge the New Jersey Department of Labor to reconsider the rule proposal currently set forth.

Thank you,

Robert Castelo
President/CEO

From: Mike@mikegerri.net
To: Fish, David [DOL]
Subject: [EXTERNAL] ABC Test
Date: Monday, June 2, 2025 5:56:33 PM

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I've read your proposed ABC test for hiring independent contractors, and it fills me with dread. The test continues the labor movement's antiquated authoritation drive to ban all independent contracting.

We independent workers represent a third of the workforce, full- and part-time. There are better ways for labor to respond to us than to banish us. There are ways for labor to reach out to us. There are ways for us and labor to join in protecting workers against the 10%. Instead, though, you're pushing us into the welcoming hands of Trump and his Republicans and digging a deeper hole for unions to bury themselves in. There is little point in voting for unions or Democrats after being punished by laws like yours. Democrats can't outvote the MAGAs without our help.

= Mike Bradley
Retired independent technical writer, Silicon Valley
Member, Guild Freelancers, Pacific Media Workers Guild-CWA

From: LegalFax@dol.nj.gov
To: Fish, David [DOL]
Subject: Attached Image
Date: Friday, June 6, 2025 9:45:56 AM
Attachments: Attached Image.msg

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Attachment Attached Image.msg (131584 Bytes) cannot be converted to PDF format.

From: DA Chadwick
To: Fish, David [DOL]
Subject: [EXTERNAL] Freelance contractors
Date: Friday, June 6, 2025 8:04:17 PM

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Dear Mr. Fish,
I have worked for New Jersey translation companies for twenty years and do not wish to be considered an employee. I am
an independent contractor and wish to remain so. There is nothing to be gained for this situation to change.
Regards,
Deb Chadwick

Let your opinion be heard before August 6th by writing or emailing to:

David Fish, Executive Director, Legal and Regulatory Services
Department of Labor and Workforce Development
P.O. Box 110, 13th Floor Trenton, New Jersey 08625-0110
Fax: (609) 292-8246 Email: david.fish@dol.nj.gov

D.A. Chadwick MSL
Translator-French, German and Dutch
Medical, Legal and Technical
https://urldefense.com/v3/__http://www.dachadwick.com__;!!J30X0ZrnC1oQtbA!NCT7bNAb1hLwG7tnyka9-YzhQOtmeWmCYmsDw3E-h9mBOTnnkiiKcKLy2Y-q7T6uYPWDA6JDoDIKLZU7CM3-vZQO$

Member of American Translators Association (ATA)
Member of the International Association of Writers and Editors (IAPWE)
Member of the Kansas Bar Association

From:	Paulo Flor
To:	Fish, David [DOL]
Subject:	[EXTERNAL] Comments on proposed new rule
Date:	Saturday, June 7, 2025 12:33:41 PM
Attachments:	Comments on Proposed New Rules N.J.A.C. 1211.pdf

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Dear Mr. Fish,

Attached you will find my comments on the proposed new rule, N.J.A.C. 12:11, which would expand the ABC test for independent contractors.
I will not be able to attend the meeting on June 23 in person, but I would appreciate it if my comments were shared then.

Thank you for your help and please let me know if you have any questions.

Paulo Flor

June 7, 2025

TO: David Fish, Executive Director, Legal and Regulatory Services
Department of Labor and Workforce Development
PO Box 110, 13th Floor
Trenton, NJ 08625-0110
Fax: (609) 292-8246
Email: David.Fish@dol.nj.gov

RE: Proposed New Rules: N.J.A.C. 12:11, Proposal Number PRN 2025-051

Dear Mr. Fish,

I am in strong opposition to Proposed New Rules N.J.A.C. 12:11, Proposal Number PRN 2025-051, as my following comments will explain. I urge the New Jersey Department of Labor to take these comments into consideration and reconsider the rule changes proposed.

As a freelance translator and interpreter, who prefers to work as an independent contractor than to be tied to one specific job, for a specific entity, this proposal would have a negative impact on me, and I believe on the majority of residents in the State of New Jersey. My main objections are that the proposed rules for the ABC test are so strict that almost everyone can be considered an employee. The proposal will not protect Independent Contractors, like me, but rather it will *ELIMINATE* them. In other words, the proposal is a job-killer that hurts *ALL* workers. It has been documented that similar attempts in other states, most notably in California, with their Assembly Bill 5, heavily impacted business owners and employers throughout their state in a negative way. That is why in California the matter was taken to vote in Proposition 22, later in 2020, which passed with 59% approval, undoing AB5 for app-based drivers, who did not want to be classified as employees. Practically all freelance translators and interpreters, myself included, are in a similar situation as app-based drivers: we *DO NOT* want to be classified as employees, because we are freelancers who enjoy our freedom to work with *ANY* language agency and individual clients, not *FOR* a specific language agency. The NJDOL proposal would change that though, and therefore it will obviously *NOT* create jobs, but rather destroy jobs and negatively impact New Jersey's economy.

I agree with attorney Richard Reibstein's explanation that the "proposed regulation pertaining to Prong A departs in a dramatic manner from virtually every other test for IC status under federal law and the laws in every state — and unless clarified in the final version of the regulation, would not merely tilt the balance in favor of employee status and against legitimate ICs but rather lead to the elimination of all ICs in New Jersey". I also agree with his assessment of second part of Prong B, has it "almost entirely eviscerates any chance for most ICs and companies using their services from establishing the workers' IC status." Something else that shows the NJDOL proposal is dangerous and unreasonable is the fact that even California, when they enacted AB5, had dozens of exceptions to their strict ABC test, while the proposal from the NJDOL, with an even stricter ABC test, has *NONE*! I feel that, in part, this is because the proposal is based on old data and misinterpreted research. It also lacks clarity in many senses,

which will increase confusion. Further, it ignores Federal policy changes and pending Federal legislation. It is obvious to me that rules, similar to the proposed one, which restrict Independent Contractor work, hurt literally everyone, including workers and business owners alike.

For all of the reasons stated above, I urge the New Jersey Department of Labor to reconsider the rule proposal currently set forth.

Thank you,

Paulo Flor

From:	Michael Manginelli
To:	Fish, David [DOL]
Cc:	Dennis Cuccinelli; Paul Bent; Andrew Holt
Subject:	[EXTERNAL] NAIFA NJ Comment Letter - Proposed New Rule N.J.A.C. 12:11
Date:	Monday, June 9, 2025 8:18:13 AM
Attachments:	image002.png N.J.A.C. 12 11 Comment Letter NAIFA.pdf

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Mr. Fish,

Please see the attached comment letter on behalf on NAIFA-NJ. Thank you for taking the time to read and acknowledge our position on this important matter!

Michael Manginelli
Founder/Owner
THE FORTIS AGENCY
STRENGTH IN FINANCIAL STRATEGIES

Mobile 908.601.6773
Web www.thefortisagency.com
Email mmanginelli@thefortisagency.com
Bell Works
101 Crawfords Corner Road, Suite 4125
Holmdel, NJ 07733

June 6, 2025

Via Electronic Mail

Attention: David Fish, Executive Director
Legal and Regulatory Services
Department of Labor and Workforce Development
PO Box 110, 13th Floor
Trenton, New Jersey 08625

Re: Proposed New Rule N.J.A.C. 12:11 (ABC Test; Independent Contractors)

The National Association of Insurance and Financial Advisors (NAIFA) is the preeminent association for financial service professionals in the United States of America. Our mission is to empower financial professionals and consumers through world-class advocacy and education. We work to assure the success of all industry professionals and promote the financial security of American families and businesses.

NAIFA is filing this comment on the notice of proposed rulemaking issued by the Department of Labor and Workforce Development concerning the classification of independent contractors. *See ABC Test; Independent Contractors*, 57 N.J.R. 894(a) (May 5, 2025). The proposal fails to disclose any of the data, studies, and analyses that the Department used to determine the economic and other impacts of the new regulation. The Department's apparent reliance on non-public information in deciding to propose these enormously consequential changes to New Jersey employment law violates the Administrative Procedure Act ("APA") by depriving the public of a meaningful opportunity to comment on the proposed rule.

The APA requires an agency to make available the "studies or reports" that it "relied on . . . in adopting [a] rule" so that the public "may contest their accuracy or worth." *Safeway Trails, Inc. v. Bd. of Pub. Util. Comm'rs*, 201 A.2d 717, 725 (N.J. 1964). Commenters must be "advised of the relevant data underlying the [rulemaking]" and "the procedures used" by the agency because otherwise, they lack "a meaningful opportunity to be heard." *Am. Cyanamid Co. v. N.J. Dep't of Env't Prot.*, 555 A.2d 684, 693 (N.J. App. Div. 1989); *see also Animal Prot. League of New Jersey v. N.J. Dep't of Env't Prot.*, 34 A.3d 784, 800 (N.J. App. Div. 2011) (holding that the agency's disclosures were acceptable where "[p]articipants in the public hearing had access to the data and information that formed the basis of the Council's proposal"). Full transparency helps ensure that "both public and private interests are fully protected and the agency has the opportunity to weigh both the advantages and disadvantages of the proposed rules before exercising its legislative judgment." *Safeway Trails*, 201 A.2d at 725.

The rule proposal fails to follow these basic legal requirements. The proposal makes a number of assertions that sound as if they are based on underlying data and analyses—and which, in a rulemaking of this significance, *should* have substantial underlying support—yet any such materials have been withheld from public view and comment. For example, the Economic Impact Statement asserts that the "new rules would have a positive economic impact on employers." Proposal at 18. The proposal explains that by "eliminat[ing] possible confusion," the new rule will "presumably result in fewer violations and, consequently, the levying of fewer assessments for unpaid

contributions, unpaid wages, and penalties by the Department." *Id.* The Department failed to make available to the public the underlying analysis it relied upon in making these conclusory assertions. Similarly, the proposal acknowledges that the new rule will reclassify some workers as employees, which will render them eligible for additional employment benefits. *Id.* But the Department does not disclose its analysis of the economic costs of reclassifying these workers as employees, including the additional monetary and administrative burdens placed on employers, or the lower compensation that workers may receive as a result. Nor does the proposal include any analysis comparing those costs to the purported benefits for putative employers and workers—and if the Department did not conduct such an analysis, this is a separate deficiency of the rule. *See* N.J. Admin. Code § 1:30-5.1 (the Economic Impact Statement must "describe[] the expected costs, revenues, and other economic impact upon . . . any segments of the public proposed to be regulated").

The proposal's Jobs Impact Statement is even more cursory and incomplete. The proposal merely states that "[t]he proposed new rules would have no impact on either the generation or loss of jobs." Proposal at 19. This assertion is difficult to reconcile with publicly available data showing that job losses routinely follow efforts to reclassify independent contractors as employees. And the single sentence in the proposal fails to inform the public of how the Department reached the surprising conclusion that the proposal would have "no impact" on jobs at all.

Finally, the proposal fails to adequately disclose the Department's analysis under the Regulatory Flexibility Act, N.J.S.A 52:14B-16 *et seq.* The proposal reports that "[t]he proposed new rules would impose no reporting, recordkeeping or compliance requirements on small businesses," without offering any explanation as to how the Department arrived at that conclusion—for example, what requirements the Department considered, and why small businesses would not be subject to those requirements if they are forced to reclassify their workers as employees. *See* Proposal at 19.

Without this information, the public is unable to fully and meaningfully comment on important aspects of the proposal. The Department must therefore disclose any analyses, evidence, or similar material it relied on in deciding to move ahead with the proposal, and either repropose the rule with a new comment period or, at a minimum, extend the comment period to no sooner than 60 days after the date on which all necessary information is disclosed. The Department should also reschedule the hearing currently scheduled for June 23 for a date at least 30 days after the Department discloses all necessary information concerning the proposal.

Respectfully submitted,

Michael Manginelli
President, NAIFA-NJ & Partner/Owner at
The Fortis Agency

From:	Curt Ball
To:	Fish, David [DOL]
Subject:	[EXTERNAL] 6-10-25 Proposed New Rules: N.J.A.C. 12:11, Proposal Number PRN 2025-051
Date:	Tuesday, June 10, 2025 3:47:04 PM
Attachments:	6-10-25 Proposed New Rules N.J.A.C. 1211.pdf

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Mr. Fish:

The attached is for your consideration.

Thank you.

Curt

Curt Ball
President

t: (215) 862-7280 x803
f: (215) 862-7245
www.FundamentalLabor.com

Fundamental Labor Strategies®, Inc.
58 West Bridge Street, New Hope, PA 18938

Fundamental

June 10, 2025 via email

Mr. David Fish, Executive Director, Legal and Regulatory Services
Department of Labor and Workforce Development
PO Box 110, 13th Floor
Trenton, NJ 08625-0110
Fax: (609) 292-8246
Email: David.Fish@dol.nj.gov

RE: Proposed New Rules: N.J.A.C. 12:11, Proposal Number PRN 2025-051

Dear Mr. Fish,

I am submitting the following comments in strong opposition to Proposed New Rules N.J.A.C. 12:11, Proposal Number PRN 2025-051. I urge the New Jersey Department of Labor to take these comments into consideration and reconsider the rule changes proposed.

As a Supply Chain Stakeholder, this proposal would have a negative impact on my clients, staff, employees, and all residents in the State of New Jersey. Respectfully, my objections are as follows:

- The ABC test is a job-killer that hurts *all* workers.
- The proposal will not protect Independent Contractors—it will *eliminate* them.
- The proposal will cause irrevocable harm to the Supply Chain, eliminating up to 77% of our driver workforce.
- The NJDOL proposal will *not* create jobs, it will destroy them and negatively impact New Jersey's economy, just as similar policies did in California.
- The NJDOL proposal is dangerous and unreasonable.
- The proposal is based on old data and misinterpreted research.
- The DOL's approach lacks clarity and will increase confusion.
- More time and input are needed to address this complex issue.
- The NJDOL proposal ignores Federal policy changes and pending Federal legislation.
- Rules that restrict Independent Contractor work hurt women, seniors, and minorities
- The NJDOL proposal goes too far and will hurt the workers and business owners alike.

For all of the reasons state above, I urge the New Jersey Department of Labor to reconsider the rule proposal currently set forth.

Thank you.

Curt Ball
President

t: (215) 862-7280
f: (215) 862-7245
www.FundamentalLabor.com

Fundamental Labor Strategies, Inc.
58 West Bridge Street
New Hope, Pennsylvania 18938

From: Philip Gigante, Esq.
To: Fish, David [DOL]
Cc: senscutari@njleg.org; asmcoughlin@njleg.org
Subject: [EXTERNAL] Proposed New Rules: N.J.A.C. 12:11, Proposal Number PRN 2025-051
Date: Tuesday, June 10, 2025 4:14:38 PM

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Dear Mr. Fish,

I am submitting the following comments in strong opposition to Proposed New Rules N.J.A.C. 12:11, Proposal Number PRN 2025-051. I urge the New Jersey Department of Labor to take these comments into consideration and reconsider the rule changes proposed. As a New Jersey small business owner, this proposal would have a negative impact on me and all residents in the State of New Jersey. My objections are as follows:

The ABC test is a job-killer that hurts *all* workers. In fact, the proposal will not protect Independent Contractors—it will *eliminate* them (see here: https://www.mercatus.org/research/working-papers/assessing-impact-worker-reclassification-employment-outcomes-post). The NJDOL proposal is based on old data and misinterpreted research and will *not* create jobs, it will destroy them and negatively impact New Jersey's economy, just as similar policies did in California. Rules that restrict Independent Contractor work hurt women, seniors, children, and minorities. One particular independent contractor that we use drops his children off at school in the morning, does his work, and picks his children up from school when the school day ends. People like him need the flexibility to work at their leisure so as to ensure a healthy quality of life.

The proposal will also cause irrevocable harm to the Supply Chain, eliminating up

to 77% of our driver workforce. The DOL's approach lacks clarity and will increase confusion, more time and input are needed to address this complex issue. Furthermore, the NJDOL proposal ignores Federal policy changes and pending Federal legislation.

For all of the reasons state above, I urge the New Jersey Department of Labor to reconsider the rule proposal currently set forth.

Thank you,

--

Philip Gigante, Esq
329 Doremus Ave.
Newark, NJ 07105
P:973-578-4415
F:973-578-8238
www.bbtlogistics.com

From: Josh Marcigliano
To: Fish, David [DOL]
Cc: SenScutari@njleg.org; AsmCoughlin@njleg.org
Subject: [EXTERNAL] Proposed New Rules: N.J.A.C. 12:11, Proposal Number PRN 2025-051
Date: Tuesday, June 10, 2025 4:49:18 PM

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Dear Mr. Fish,

I am submitting the following comments in strong opposition to Proposed New Rules N.J.A.C. 12:11, Proposal Number PRN 2025-051. I urge the New Jersey Department of Labor to take these comments into consideration and reconsider the rule changes proposed. As an employee of a New Jersey motor carrier, this proposal would have a negative impact on me and all residents in the State of New Jersey. My objections are as follows:

The ABC test is a job-killer that hurts *all* workers. In fact, the proposal will not protect Independent Contractors—it will *eliminate* them (see here: https://www.mercatus.org/research/working-papers/assessing-impact-worker-reclassification-employment-outcomes-post). The NJDOL proposal is based on old data and misinterpreted research and will *not* create jobs, it will destroy them and negatively impact New Jersey's economy, just as similar policies did in California. Rules that restrict Independent Contractor work hurt women, seniors, children, and minorities. One particular independent contractor that we use drops his children off at school in the morning, does his work, and picks his children up from school when the school day ends. People like him need the flexibility to work at their leisure so as to ensure a healthy quality of life.

The proposal will also cause irrevocable harm to the Supply Chain, eliminating up to 77% of our driver workforce. The DOL's approach lacks clarity and will increase confusion, more time and input are needed to address this complex issue. Furthermore, the NJDOL proposal ignores Federal policy changes and pending Federal legislation.

For all of the reasons state above, I urge the New Jersey Department of Labor to

reconsider the rule proposal currently set forth. Thank you.

Regards,

Joshua Marcigliano

From: andrewgigante@yahoo.com
To: Fish, David [DOL]
Cc: SenScutari@njleg.org; AsmCoughlin@njleg.org
Subject: [EXTERNAL] Proposed New Rules: N.J.A.C. 12:11, Proposal Number PRN 2025-051
Date: Wednesday, June 11, 2025 8:35:59 AM

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Dear Mr. Fish,

I am writing to express serious concern about the New Jersey Department of Labor's proposed rule change regarding independent contractors (PRN 2025 — ABC Test under NJAC 12:11). If enacted as written, this regulation will have devastating consequences for the trucking industry, particularly for the thousands of owner-operators who make up the backbone of our port and freight economy.

Approximately 80% of port truckers in New Jersey operate as independent contractors. These professionals own their trucks, pay their own expenses, set their schedules, and proudly run their own businesses. The proposed rule would reclassify many of these drivers as employees —not because they are being exploited, but because of how rigidly the ABC test is being applied.

Here are just a few reasons why this proposed rule is deeply flawed and should not move forward without significant revisions:

It would effectively outlaw the owner-operator model. Prong B of the ABC test makes it nearly impossible for any independent trucker to qualify if their service is in the "usual course of business"—which transporting goods clearly is.

It dismisses legitimate small businesses. Even if an owner-operator has an LLC, commercial insurance, and multiple clients, the rule says that still isn't enough to prove independence.

It creates legal confusion. This proposal conflicts with federal trucking regulations and longstanding norms in the industry, creating uncertainty and compliance risks for carriers and contractors alike.

It will severely disrupt the economy. Reclassifying tens of thousands of truckers will increase labor costs, reduce driver flexibility, and exacerbate supply chain congestion at our ports.

It assumes wrongdoing where none exists. This rule presumes that independent contractor models are used as a form of subterfuge, ignoring the fact that most owner-operators choose this path voluntarily for its economic and personal freedom.

If the state truly wants to protect workers, it must recognize that many independent contractors —especially in the trucking industry—do not want to be employees. They want to be respected as small business owners.

I urge you to oppose this rule as currently written and advocate for:

A carve-out or exemption for bona fide owner-operators in trucking;

A delay in implementation until a full economic and industry impact analysis is conducted;

Public hearings that include voices from the trucking community and port operators.

Thank you for your attention to this urgent matter. I am available to speak further or provide testimony if needed.

Sincerely,

Andrew Gigante, CPA
329 Doremus Ave
Newark, NJ 07105
T: 914-772-1585
F: 973-578-8238

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Thank you.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Preserve Job Flexibility in NJ—Oppose N.J.A.C. 12:11
Date: Wednesday, June 11, 2025 10:01:10 AM

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The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.

Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

From: jobeth mcdaniel
To: Fish, David [DOL]
Subject: [EXTERNAL] comment on N.J.A.C. 12:11 ABC Test; Independent Contractors
Date: Friday, June 13, 2025 5:18:34 PM

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Dear Mr. Fish,
I live in California and was a plaintiff in one of many federal lawsuits against CA AB5, which outlawed or restricted self employment in hundreds of occupations. New Jersey and its residents would be seriously harmed if this copycat AB5 law with its rigid ABC test were enacted.

Though our lawsuit (ASJA NPPA 2019-2021) did not prevail in court, I have seen firsthand the damage done to California, and especially its arts community and small businesses.

This damage is well documented by journalists working as volunteers at the Fight For Freelancers USA website, but the reality is that hundreds or possibly thousands of Californians are too frightened to speak openly about what has happened since the law was enacted January 1, 2020.

Well before the pandemic, we saw festivals and theaters shutting down or reducing programs severely. Since 2020, we've heard from florists, wedding planners, and many other entrepreneurs and small businesses hit with huge state fines, sometimes into six figures, for activity that is legal in 49 other states. Thousands were forced to move out of California to continue careers.

State officials have not been honest about the long term effects of this law, especially on women, caregivers, minorities, people with disabilities and those aged 50 or more, all of whom are more likely to turn to self employment due to layoffs and hiring practices.

Please reconsider the overly rigid ABC test in this law. Self employment is an important part of our economy. Politicians should be working WITH those of us millions who choose to be independent workers, not against us. New Jersey deserves better.

Best,
JoBeth McDaniel
Los Angeles, CA

From: Paolo Giacomoni
To: Fish, David [DOL]
Subject: [EXTERNAL] Independent Contractor or Employee? Should NJ choose for me?
Date: Monday, June 16, 2025 3:19:12 PM

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Dear Mr Fish

Please find the attached letter where I express my disagreement with the proposed new rule, N.J.A.C. 12:11, that will expand the ABC test used to determine whether an individual is an employee or an independent contractor.

I hope you will give my letter the attention it deserves

Sincerely yours

Paolo Giacomoni, Ph.D.

Insight Analysis Consulting

102, Cannes Drive

Brownsboro, AL 35741

From: Thibodeau, Keith
To: Fish, David [DOL]
Subject: [EXTERNAL] Request for Consideration of Exemption from ABC Test for Financial Advisors
Date: Tuesday, June 17, 2025 8:09:31 AM
Attachments: image001.png

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Dear David Fish,

I am writing to respectfully request that the Department consider granting an exemption from the current application of the ABC test to independent financial advisors operating in the state.

As you are aware, the financial services industry has long functioned under a business model that relies on independent contractors who work with broker-dealers, registered investment advisers, or insurance agencies. We are highly regulated by federal and state agencies and typically exercise a high degree of autonomy in how we manage our practices, serve clients, and structure our operations. The way I run our District in NJ, and the way our Advisors in NJ operate is very much as independent contractors.

New Jersey's talented and diverse population of financial advisors plays a critical role in helping individuals, families, and small businesses plan for their financial futures. Subjecting them to reclassification under the ABC test could disrupt these relationships, create significant economic uncertainty, and lead to unintended consequences across the financial services landscape. Our Advisors would lose focus of the important work of serving our clients and enriching families futures because they would be caught in the transition.

I respectfully urge the Department to consider an exemption or clarification for financial advisors, in recognition of the unique regulatory and operational realities of this profession. Doing so would preserve both the integrity of worker protections and the independence that is essential to how financial advisors serve New Jersey families.

Thank you for your time and thoughtful consideration of this matter. I would welcome the opportunity to discuss this further or provide additional information as needed.

Sincerely,

Keith

FIRST COMMAND
Get Squared Away

KEITH R THIBODEAU, MBA, RICP®
District Advisor, Registered Principal, & Financial Advisor
100 Century Pkwy #130
Mount Laurel Township, NJ 08054
Direct: 856.222.9615 | Mobile: 856.770.2226
www.firstcommand.com
LinkedIn| Facebook | Twitter

To help protect yourself from identify theft, do not send social security numbers, account numbers or other sensitive information via unsecure email. Please use Command Center Client Portal to send us sensitive information.

Please do not use regular (i.e., unsecure) e-mail to send us sensitive non-public personal information. Contact your Financial Advisor for options to send us this information in a secure manner.
It is important that you do not use e-mail, voicemail or text message to request, authorize or effect the purchase or sale of any security or product, to send fund transfer instructions, or to effect any other time sensitive transactions. Any such request, orders, or instructions that you send will not be accepted and will not be processed.
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From:	Stephen Lyman
To:	Fish, David [DOL]
Cc:	senscutari@njleg.org; asmcoughlin@njleg.org
Subject:	[EXTERNAL] Proposed New Rules: N.J.A.C. 12:11, Proposal Number PRN 2025-051
Date:	Wednesday, June 18, 2025 10:50:07 AM
Attachments:	Opposition to Proposed Rule NJAC 1211 Proposal PRN2025051.pdf

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This Message Is From an External Sender
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Report Suspicious

Good Morning,

Please find attached comment from the Maritime Association of the Port of NY & NJ.

Regards,

Stephen Lyman
Executive Director
1201 Corbin St, 3rd Floor
Elizabeth, NJ 07201
Cell: (201)376-6444
slyman@nymaritime.org
www.nymaritime.org

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Maritime Association Port of NY/NJ

1201 Corbin Street, Elizabeth NJ 07201
Phone (212) 425-5704
www.nymaritime.org
Since 1873

June 5, 2025

David Fish, Executive Director, Legal and Regulatory Services
Department of Labor and Workforce Development
PO Box 110, 13th Floor
Trenton, NJ 08625-0110
Fax: (609) 292-8246
Email: David.Fish@dol.nj.gov

RE: **Proposed New Rules: N.J.A.C. 12:11, Proposal Number PRN 2025-051**

Dear Mr. Fish,

I am submitting the following comments on behalf of the Maritime Association of the Port of NY & NJ in strong opposition to Proposed New Rules N.J.A.C. 12:11, Proposal Number PRN 2025-051. I urge the New Jersey Department of Labor to take these comments into consideration and reconsider the rule changes proposed.

It is the mission of the Maritime Association of the Port of NY/NJ to serve the commercial maritime industry in the New York and New Jersey by acting as an advocate for the commercial maritime interests of the region at the municipal, state, and Federal levels, and to promote the safety of navigation, the security of maritime assets, the sustainability of the marine environment, and the competitiveness of port services. The membership of the Maritime Association of New York and New Jersey consists of ship operators, ship owners, marine terminal operators, pilots, tug and barge operators, maritime governmental agencies, warehouses, and intermodal companies.

This proposal would have a negative impact on the members of the Association and all residents in the State of New Jersey. My objections are as follows:

The proposed regulation will have a devastating impact on the regional supply chain, potentially eliminating up to 77% of the current driver workforce. Rather than protecting Independent Contractors, the proposal would effectively eliminate their ability to operate—jeopardizing livelihoods and disrupting critical freight movement.

Such a shift would cause severe congestion at marine terminals, delay cargo operations, and lead to vessel backups or rerouting to competing ports. The ripple effect would be felt throughout the economy—not only in New Jersey, but across the broader region. As the host of the third-largest container port in the United States and the largest on the East Coast, New Jersey plays an indispensable role in the national supply chain.

This proposal will not create jobs—it will destroy them. We've seen the consequences of similar policies in California, where restrictive rules led to job losses and economic disruption. Independent Contractor models provide opportunity and flexibility for thousands of workers, including women, seniors, and minorities, many of whom live within a four-hour radius of the Port of New York and New Jersey.

Reclassifying these drivers threatens the fluid movement of cargo, weakens the supply chain, and undermines one of the region's most vital economic engines.

Maritime Association Port of NY/NJ

1201 Corbin Street, Elizabeth NJ 07201
Phone (212) 425-5704
www.nymaritime.org
Since 1873

For all of the reasons stated above, I urge the New Jersey Department of Labor to reconsider the proposed new rule currently set forth.

Thank you.

Sincerely,

Stephen Lyman
Executive Director
Maritime Association of the Port of New York and New Jersey

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11
Date: Wednesday, June 18, 2025 11:00:40 AM

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Report Suspicious

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.

California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

From: media
To: Fish, David [DOL]
Subject: [EXTERNAL] Public Comment Submission on PRN 2025-051 – ABC Test; Independent Contractors
Date: Thursday, June 19, 2025 3:13:39 PM
Attachments: Public Comments On PRN 2025-051 Batch 1.pdf
Public Comments PRN 2025-051 Batch 1.numbers

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Dear Mr. FIsh,

Attached here, please find 1,794 public comments from concerned New Jerseyans related to PRN 2025-051 -- ABC Test for Independent Contractors. Contact information for each commenter is included on each individual letter. These letters were also sent to your email directly, but I am sending them here as well.

I have also attached a spreadsheet that notes every commenter and their personal information, including contact information, which may be helpful for your records.

If you could confirm receipt of these comments, it would be much appreciated

Thank you,
Charlyce

From: carol lindsey (carolcashmoney@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
carol lindsey
830 haddon ave
Camden, NJ 08103
carolcashmoney@gmail.com

From: eric spiro (ecspiro@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
eric spiro
450 s forklanding rd
Maple Shade, NJ 08052
ecspiro@gmail.com

From: cheere lewis (cheerelewis47@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
cheere lewis
699ferry ave apt 308
Camden, NJ 08104
cheerelewis47@gmail.com

From: suzanne helwig (dustydivots@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
suzanne helwig
6 pleasant plains rd
Basking Ridge, NJ 07920
dustydivots@gmail.com

From: elbert macaraig (macaraig_e015@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
elbert macaraig
100 s.washington avenue
Bergenfield, NJ 07621
macaraig_e015@yahoo.com

From: darnisha gray (nisha-gray@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
darnisha gray
125 crossings way
Clementon, NJ 08021
nisha-gray@hotmail.com

From: beverly bowen (bevbow331@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
beverly bowen
201 hobart ave
Absecon, NJ 08201
bevbow331@gmail.com

From: cindy flietstra (cindyf7483@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
cindy flietstra
697 ferry ave
Camden, NJ 08104
cindyf7483@gmail.com

From: raul amaya (raulamaya13@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
raul amaya
6311 kennedy blvd
North Bergen, NJ 07047
raulamaya13@aol.com

From: andre drew (drew.andre89@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

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Yours sincerely,
andre drew
627 garfield avenue
Jersey City, NJ 07305
drew.andre89@gmail.com

From: marion mcparland (marion.mcparland469@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
marion mcparland
161f gramercy ct
Lakewood, NJ 08701
marion.mcparland469@gmail.com

From: reda burch (redaburch333@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
reda burch
25 wynnewood ave apt 907
Collingswood, NJ 08108
redaburch333@gmail.com

From: nate mccray (taynsmccray@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
nate mccray
15 b west grant st
Woodstown, NJ 08098
taynsmccray@yahoo.com

From: janice camiolo (dirctor2@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
janice camiolo
1043 irving place
Toms River, NJ 08755
dirctor2@gmail.com

From: joycr cossaboon (jb00n@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

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Yours sincerely,
joycr cossaboon
358 peek ave
Millville, NJ 08332
jb00n@aol.com

From: marlana black (blaxbeauty75@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
marlana black
8 bartholdi ave
Jersey City, NJ 07305
blaxbeauty75@gmail.com

From: lauresia phillips (phillipslauresia013@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
lauresia phillips
615 third ave.
Chesilhurst, NJ 08089
phillipslauresia013@gmail.com

From: anne cuff (cuf62@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
anne cuff
783 rockport rd
Hackettstown, NJ 07840
cuf62@yahoo.com

From: fequiere jeanbaptiste (fequierejeanbaptiste87@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
fequiere jeanbaptiste
12 alexander steet
Newark, NJ 07106
fequierejeanbaptiste87@gmail.com

From: lee wimberley (wimberleylee@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
lee wimberley
301browning lane apt.4b
Brooklawn, NJ 08030
wimberleylee@gmail.com

From: angela wright (angelalibrarianw@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
angela wright
3-09 30th st
Fair Lawn, NJ 07410
angelalibrarianw@gmail.com

From: kurt bender (mooyuk@comcasr.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
kurt bender
1169 greslin terrace
Rahway, NJ 07065
mooyuk@comcasr.net

From: edgardo caraballo (edcaraballo73@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

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Yours sincerely,
edgardo caraballo
225 clinton ave. 2-b
Newark, NJ 07108
edcaraballo73@gmail.com

From: mary catherine kondratyk (jsloan17@optonline.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
mary catherine kondratyk
2 beverly ct
Old Bridge, NJ 08857
jsloan17@optonline.net

From: judith graves (judithgraves1051@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
judith graves
169 kinsley rd
Pemberton, NJ 08068
judithgraves1051@gmail.com

From: pierre harden (yier2wavy@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
pierre harden
30 marcia ct
Sicklerville, NJ 08081
yier2wavy@gmail.com

From: richard mobley (mobley386@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
richard mobley
1284 catawba avenue
Newfield, NJ 08344
mobley386@aol.com

From: rose dolloway (rosedolloway5@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
rose dolloway
203a federal hill rd
Pompton Lakes, NJ 07442
rosedolloway5@gmail.com

From: jose fontanez (josefontanez290@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
jose fontanez
104 michigan ave
Williamstown, NJ 08094
josefontanez290@gmail.com

From: rich scherer (rscherer1990@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
rich scherer
129 sandpiper rd
Barnegat, NJ 08005
rscherer1990@gmail.com

From: martin smith (peanut276757@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
martin smith
33 ryerson avenue
Paterson, NJ 07502
peanut276757@gmail.com

From: elizabeth medina (chillabuena@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
elizabeth medina
57 sayre st
Elizabeth, NJ 07208
chillabuena@aol.com

From: edward magenheimer magenheimer (connectedcopiers@msn.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
edward magenheimer magenheimer
11 marc ct
Shrewsbury, NJ 07702
connectedcopiers@msn.com

From: bob bodenstein (bod11@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
bob bodenstein
38 hull rd
Bernardsville, NJ 07924
bod11@aol.com

From: steven diamond (nydiamond1@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
steven diamond
15 walton court
East Brunswick, NJ 08816
nydiamond1@aol.com

From: marcia mays (marciamays925@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
marcia mays
5 moonachie rd
Hackensack, NJ 07601
marciamays925@gmail.com

From: diana winter (dlwinter1962@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
diana winter
550 bilper ave. #4603
Lindenwold, NJ 08021
dlwinter1962@gmail.com

From: keilin acosta (kacostacancio@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
keilin acosta
5612 bergenline ave
West New York, NJ 07093
kacostacancio@gmail.com

From: dolores clark (ghmommy60@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
dolores clark
117 teaneck road
Ridgefield Park, NJ 07660
ghmommy60@gmail.com

From: tameka brown (storm4lyfe@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
tameka brown
102 pfeiffer st
Camden, NJ 08105
storm4lyfe@gmail.com

From: ana garcia (ana42021@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
ana garcia
44 centrr grovd rd
Randolph, NJ 07869
ana42021@aol.com

From: steve mulligan (steven.mulligan@verizon.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
steve mulligan
409 east browning rd
Bellmawr, NJ 08031
steven.mulligan@verizon.net

From: christian ohaeri (cohaeri@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
christian ohaeri
11 harvest drive
Plainsboro, NJ 08536
cohaeri@aol.com

From: melissa mcnulty (melissa.mcnulty@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
melissa mcnulty
33 colton rd
Edison, NJ 08817
melissa.mcnulty@gmail.com

From: r j pichardo (rafaeljpiichardo@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
r j pichardo
129e 27th st
Paterson, NJ 07514
rafaeljpiichardo@gmail.com

From: rozina barker (rozinabarkerone804@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
rozina barker
140 west wright street
Pleasantville, NJ 08232
rozinabarkerone804@gmail.com

From: nick braverman (nickbrave1@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
nick braverman
37 mohawk trl
Westfield, NJ 07090
nickbrave1@gmail.com

From: joycev joyner (joynerjoy44@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
joycev joyner
105 wilson place
Orange, NJ 07050
joynerjoy44@gmail.com

From: Luis Rivera (luissrivera035@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Luis Rivera
1521 8th avenue
Pleasantville, NJ 08232
luissrivera035@gmail.com

From: robert giordano (ragchucky@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
robert giordano
382 park ave
Cinnaminson, NJ 08077
ragchucky@yahoo.com

From: kelly dore (kellyanndore65@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
kelly dore
1504 elm street
Mays Landing, NJ 08330
kellyanndore65@icloud.com

From: susan stranzenbach (suzysans2@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
susan stranzenbach
1 coryell st
Lambertville, NJ 08530
suzysans2@gmail.com

From: robyn pappas (rpinphx@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
robyn pappas
96 wild dunes way
Jackson, NJ 08527
rpinphx@gmail.com

From: gary defillippo (defillippogary@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
gary defillippo
558 b malvern ct
Manchester, NJ 08759
defillippogary@gmail.com

From: melissa dailey (melissadailey666@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

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Yours sincerely,
melissa dailey
309 cumberland st
Gloucester City, NJ 08030
melissadailey666@gmail.com

From: cynthia emerick (czakemerick@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
cynthia emerick
46 w jimmie leeds rd d10
Galloway, NJ 08205
czakemerick@hotmail.com

From: juanita douglas (dkaraokegirl@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
juanita douglas
124 putnam st apt 4
Paterson, NJ 07524
dkaraokegirl@aol.com

From: craig thompson (breakercet@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
craig thompson
1424 chetwynd ave
Plainfield, NJ 07060
breakercet@yahoo.com

From: marion lazzati (mmlazzati@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
marion lazzati
37 viola avenue
Leonardo, NJ 07737
mmlazzati@aol.com

From: zoraida rodriguez (zr011981@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
zoraida rodriguez
333 central ave. #308
Westfield, NJ 07090
zr011981@gmail.com

From: lamont thorp (kobe1219@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
lamont thorp
2 sycamore ct
Lumberton, NJ 08048
kobe1219@gmail.com

From: aleasha brown (aleasha123@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
aleasha brown
371 hoes ln
Piscataway, NJ 08854
aleasha123@gmail.com

From: hubert watson (hubertwatson56@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
hubert watson
36 fountain avenue
Trenton, NJ 08618
hubertwatson56@gmail.com

From: denise lonardo (denise.lonardo70@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
denise lonardo
358 ege ave
Jersey City, NJ 07304
denise.lonardo70@gmail.com

From: ruth vientos (ruthydamien10@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
ruth vientos
201 webster st apartment h12
Woodbine, NJ 08270
ruthydamien10@gmail.com

From: anthony cerullo (anthonythemason@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
anthony cerullo
114 south binnacle drive
Little Egg Harbor Twp, NJ 08087
anthonythemason@yahoo.com

From: donna thompson (donnagtwe@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
donna thompson
462 boyden ave 2nd floor
Maplewood, NJ 07040
donnagtwe@gmail.com

From: yssenia barreto (yesenialovins@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
yssenia barreto
34 new york ave
Wayne, NJ 07470
yesenialovins@gmail.com

From: chad leadum (chad73213@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
chad leadum
3728 herbert avenue
Pennsauken, NJ 08109
chad73213@gmail.com

From: herbert brown (herbiebrown1950@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
herbert brown
200 east grant ave e 5
Somerdale, NJ 08083
herbiebrown1950@gmail.com

From: stephanie phillips (sphillips1266@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
stephanie phillips
17 east brook drive
Holmdel, NJ 07733
sphillips1266@gmail.com

From: liz marquez (lizm918@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
liz marquez
57 honiss street
Belleville, NJ 07109
lizm918@gmail.com

From: darrel sewell (d.sewell@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
darrel sewell
917 pasadena drive
Somerdale, NJ 08083
d.sewell@comcast.net

From: catherine diamond (catherinediamond1965@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
catherine diamond
2509 walnut avenue
Hainesport, NJ 08036
catherinediamond1965@gmail.com

From: jennifer lynn (jllovesthebeach@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
jennifer lynn
100 carlton ave
Haddon Township, NJ 08108
jllovesthebeach@gmail.com

From: tina jackson (tina.black8669@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
tina jackson
24 state st
Passaic, NJ 07055
tina.black8669@gmail.com

From: enes wetzel (leenes1@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
enes wetzel
318 holly lane
Cape May, NJ 08204
leenes1@yahoo.com

From: anita nimberge (ain522@verizon.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
anita nimberge
2 alex ct
Wyckoff, NJ 07481
ain522@verizon.net

From: regina little (reginalittle63@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
regina little
182 west hanover street
Trenton, NJ 08618
reginalittle63@gmail.com

From: maria gries (maria4gries@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
maria gries
13 pulaski dr
North Arlington, NJ 07031
maria4gries@gmail.com

From: nicholas melchionna (nicholasmelchionna@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
nicholas melchionna
510 san juan drive
Toms River, NJ 08753
nicholasmelchionna@gmail.com

From: larry spadaccini (lennys825@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
larry spadaccini
831 belmont ave
North Haledon, NJ 07508
lennys825@yahoo.com

From: nancy mercadante (mercadanteprof@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
nancy mercadante
76 honeysuckle drive
Manahawkin, NJ 08050
mercadanteprof@gmail.com

From: richard jenkins (richardjenkins488@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
richard jenkins
22 east monroe st
Paulsboro, NJ 08066
richardjenkins488@gmail.com

From: linda viola (spidermom1@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
linda viola
504 sherwood rd
Magnolia, NJ 08049
spidermom1@yahoo.com

From: stuart davis (stu.davis1@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
stuart davis
8 festival drive
Voorhees, NJ 08043
stu.davis1@gmail.com

From: queen julius (juliusqueene@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
queen julius
515 bower street
Linden, NJ 07036
juliusqueene@gmail.com

From: bernice mulvihill (beemike2003@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
bernice mulvihill
613 chase ave
Lyndhurst, NJ 07071
beemike2003@yahoo.com

From: gerard alston (galston917@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
gerard alston
181 norman road
Newark, NJ 07106
galston917@gmail.com

From: judy palmer (judyannp@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
judy palmer
190 wild dunes way
Jackson, NJ 08527
judyannp@aol.com

From: kimberly kirby (kirbykimberly55@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
kimberly kirby
1451 parkside ave apt a4
Ewing, NJ 08638
kirbykimberly55@gmail.com

From: tony medrozo (amedrozo@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
tony medrozo
463 hamilton pl hackensack nj
Hackensack, NJ 07601
amedrozo@yahoo.com

From: michael romano (mikeromanomvr59@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
michael romano
1207 aldrich rd
Jackson, NJ 08527
mikeromanomvr59@gmail.com

From: luis valentin (luis78valentin@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
luis valentin
316 chestnut st
Camden, NJ 08103
luis78valentin@gmail.com

From: margaret torres (torrsmargie@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
margaret torres
159 s fellowship rd
Maple Shade, NJ 08052
torrsmargie@gmail.com

From: louis miranda (heavyrescue234@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
louis miranda
6817 black horse pike
Egg Harbor Township, NJ 08234
heavyrescue234@gmail.com

From: richard lindsey (raheem6592@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
richard lindsey
19 kuhlthau ave apt 18
Milltown, NJ 08850
raheem6592@hotmail.com

From: ryan frazier (rfrazier98@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
ryan frazier
14 s chestnut ave apt d
Maple Shade, NJ 08052
rfrazier98@gmail.com

From: maryann laslie (teach4m@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
maryann laslie
211 fleming pike
Hammonton, NJ 08037
teach4m@gmail.com

From: veronica d wright (ladichatter14@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
veronica d wright
275 green st apt4i4
Beverly, NJ 08010
ladichatter14@gmail.com

From: ursula gebert (ursulajgebert@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
ursula gebert
83 brook st
Bergenfield, NJ 07621
ursulajgebert@gmail.com

From: davjd chambers (chambers2652@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

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Yours sincerely,
davjd chambers
45 paul revere court
Millville, NJ 08332
chambers2652@gmail.com

From: luisa melendez (luisamelendez62@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
luisa melendez
200 n 28th st
Camden, NJ 08105
luisamelendez62@gmail.com

From: benny tafoya (benny.tafoya@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
benny tafoya
42 lewis drive
Mays Landing, NJ 08330
benny.tafoya@yahoo.com

From: kyke covington (khcov@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
kyke covington
7 blue grass rd
Clementon, NJ 08021
khcov@yahoo.com

From: gene raffensperger (ellie331@verizon.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

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Yours sincerely,
gene raffensperger
11 nottingham drive
Sicklerville, NJ 08081
ellie331@verizon.net

From: ronda walker (mzshortnsassy@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
ronda walker
186 comstock street
New Brunswick, NJ 08901
mzshortnsassy@gmail.com

From: barry ingram (ortleybarry@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
barry ingram
38 fielder ave
Seaside Heights, NJ 08751
ortleybarry@gmail.com

From: russell monid (r.shinebox@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
russell monid
213 otterhole rd
West Milford, NJ 07480
r.shinebox@gmail.com

From: lori souder (jerseygirl030315@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
lori souder
636 pelican lane
Mays Landing, NJ 08330
jerseygirl030315@gmail.com

From: francisca hernandez (franceshernandez553@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

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Yours sincerely,
francisca hernandez
323 s broad st
Trenton, NJ 08608
franceshernandez553@gmail.com

From: eugene a gebhardt (eageb@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
eugene a gebhardt
29 high st
Montclair, NJ 07042
eageb@yahoo.com

From: wayne jennings (jenningsmen@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
wayne jennings
29 west hanover ave
Morris Plains, NJ 07950
jenningsmen@yahoo.com

From: chris donohue (chrisgonepostal59@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
chris donohue
9 thompson avenue
Leonardo, NJ 07737
chrisgonepostal59@gmail.com

From: bryan harris (bharris803@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
bryan harris
701 heritage ct
Neptune, NJ 07753
bharris803@aol.com

From: raquel fleming (bosskel30@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
raquel fleming
16 davis ave
Mount Ephraim, NJ 08059
bosskel30@gmail.com

From: ceeyu entee (beeshan335@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
ceeyu entee
15 long point dr
Brick, NJ 08723
beeshan335@gmail.com

From: donna cuevas (bettyboop6949@live.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
donna cuevas
206 woodcreek rd
Wenonah, NJ 08090
bettyboop6949@live.com

From: aubrey jacobs (kageman.aj@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
aubrey jacobs
5319 sherwood terrace
Pennsauken, NJ 08109
kageman.aj@gmail.com

From: tyrone johnson (johnsontyrone148@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
tyrone johnson
4 cobblestone court
Sicklerville, NJ 08081
johnsontyrone148@gmail.com

From: leslie murray (landmurray11@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
leslie murray
67 route 46 west
Lodi, NJ 07644
landmurray11@yahoo.com

From: kristyn rae (krae49@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
kristyn rae
202 danbury dr
Little Egg Harbor Twp, NJ 08087
krae49@gmail.com

From: helen figueroa (georgegonzalez738@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
helen figueroa
1 12th st1 12 th
Hammonton, NJ 08037
georgegonzalez738@gmail.com

From: ronmel calderom (ronmelcalderon9@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
ronmel calderom
133 hadley av
Clifton, NJ 07011
ronmelcalderon9@gmail.com

From: mitchell kaufman (mitchelken@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
mitchell kaufman
1217a shetland drive
Lakewood, NJ 08701
mitchelken@aol.com

From: giulio cavallaro (cav220@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
giulio cavallaro
31 morris place g57
Bloomfield, NJ 07003
cav220@gmail.com

From: wayne dabney (wok452302@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
wayne dabney
197 lexington blvd
Clark, NJ 07066
wok452302@gmail.com

From: frances oconnor (lexiweb@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
frances oconnor
908 knollwood drive
Middletown, NJ 07748
lexiweb@yahoo.com

From: enver mehmedovic (envermehmedovicnyc@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
enver mehmedovic
22 constitution way
South River, NJ 08882
envermehmedovicnyc@gmail.com

From: joann scachetti (jscache@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
joann scachetti
10 lockwood ave
Stanhope, NJ 07874
jscache@hotmail.com

From: cynthia kern (rosecindy51@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
cynthia kern
40burbaker lane
Maple Shade, NJ 08052
rosecindy51@gmail.com

From: lauren paul (lauren.paul85@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
lauren paul
367a carroll st
Orange, NJ 07050
lauren.paul85@gmail.com

From: ricardo corado (rcorado23@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
ricardo corado
714 13th st.
Union City, NJ 07087
rcorado23@gmail.com

From: joan boos (jaboos02016@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
joan boos
103 georgetown rd
Toms River, NJ 08757
jaboos02016@gmail.com

From: tyler komey (tylerjkom@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
tyler komey
5 lakeview ave
Florham Park, NJ 07932
tylerjkom@gmail.com

From: juan molina (juanmolina00@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
juan molina
400 oakwood ave. apt 2e
Orange, NJ 07050
juanmolina00@comcast.net

From: david cabrera (nerdc3e@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
david cabrera
821 jersey ave. apt 3g
Elizabeth, NJ 07202
nerdc3e@hotmail.com

From: lorraine armenti (larmenti1957@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
lorraine armenti
100 kennedy drive
Sayreville, NJ 08872
larmenti1957@gmail.com

From: rona hales (rrh3480@optonline.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
rona hales
1271 marigold street
North Brunswick, NJ 08902
rrh3480@optonline.net

From: john kyles (kylesj702@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
john kyles
55glenwood ave....2m
East Orange, NJ 07017
kylesj702@gmail.com

From: margaret zuccarelli (glougal731@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
margaret zuccarelli
101 market street
Gloucester City, NJ 08030
glougal731@comcast.net

From: marilyn silver (marilynsilver220@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
marilyn silver
220 passaic avenue
Belleville, NJ 07109
marilynsilver220@gmail.com

From: ashwin narouz (ashnarra7@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
ashwin narouz
4 oriole ct
Plainsboro, NJ 08536
ashnarra7@gmail.com

From: james caracter (caracterjames@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
james caracter
406 west point ave
Somerset, NJ 08873
caracterjames@yahoo.com

From: linda clemons (sfimzhbb@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
linda clemons
28 vernon court
Sicklerville, NJ 08081
sfimzhbb@gmail.com

From: jami fitzpatrick (jamifitz4444@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
jami fitzpatrick
27 mcdermott
Freehold, NJ 07728
jamifitz4444@gmail.com

From: gregory amis (gregamis11@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
gregory amis
38-40 chester ave.apt 19
Irvington, NJ 07111
gregamis11@gmail.com

From: justin caguitla (justincaguitla@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
justin caguitla
301 neptune ave
Jersey City, NJ 07305
justincaguitla@yahoo.com

From: john canary (jockobusy@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
john canary
34 10th avenue
Monroe Township, NJ 08831
jockobusy@aol.com

From: anne coates (annecoates64@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
anne coates
55 jackson rd
Deepwater, NJ 08023
annecoates64@gmail.com

From: dennis mazzei (dennismazzei@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
dennis mazzei
62 north dr
East Brunswick, NJ 08816
dennismazzei@icloud.com

From: george cotterell (gcotterell1403@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
george cotterell
1403 steeplebush terrace
Mount Laurel, NJ 08054
gcotterell1403@comcast.net

From: bryan clowers (brclowers56@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
bryan clowers
505 cumberland st
Westfield, NJ 07090
brclowers56@gmail.com

From: benjamin pastor jr (b1063470@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
benjamin pastor jr
bonafede pl
Keansburg, NJ 07734
b1063470@gmail.com

From: margaret curreri (butrfeli@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
margaret curreri
70 maple pl
Clifton, NJ 07011
butrfeli@aol.com

From: monet gaynor (monetgaynor22@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
monet gaynor
1024 bluebird circle
Mays Landing, NJ 08330
monetgaynor22@gmail.com

From: jean dudasik (dudasik48@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
jean dudasik
377 midland ave .
Garfield, NJ 07026
dudasik48@aol.com

From: yvonne johnson (yjohnsondec4@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
yvonne johnson
133 columbia ave
Newark, NJ 07106
yjohnsondec4@gmail.com

From: laura richardson (lauramrichardson@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
laura richardson
300 oakwood ave
Orange, NJ 07050
lauramrichardson@comcast.net

From: rosaura perez (rosauraperez005@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
rosaura perez
12 skytop gardens
Parlin, NJ 08859
rosauraperez005@gmail.com

From: richard swick (rswick3600@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
richard swick
1811 e elizabeth ave
Linden, NJ 07036
rswick3600@icloud.com

From: mikhail fishbeyn (mirifishbeyn@optonline.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
mikhail fishbeyn
160 grandview ln mahwah nj
Mahwah, NJ 07430
mirifishbeyn@optonline.net

From: torain jackson (torainjackson71@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
torain jackson
47b oakland st.
Red Bank, NJ 07701
torainjackson71@yahoo.com

From: joyce carullo (chan729@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
joyce carullo
1210 harmon cove tower
Secaucus, NJ 07094
chan729@aol.com

From: edward matkowski (ewmbasket@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
edward matkowski
30 barry drive
Township of Washington, NJ 07676
ewmbasket@aol.com

From: rivka kagan (rkagan@icqmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
rivka kagan
30 kletsk hill rd
Lakewood, NJ 08701
rkagan@icqmail.com

From: joseph tomaro (ktomaro@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
joseph tomaro
176capricorn dr
Hillsborough, NJ 08844
ktomaro@hotmail.com

From: janet raymond (jjaye827@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
janet raymond
89 grant ave
Carteret, NJ 07008
jjaye827@gmail.com

From: kimberly delgado (kimberlydelgado_4@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
kimberly delgado
12 john wilton st
Franklin, NJ 07416
kimberlydelgado_4@aol.com

From: rosemarie alston (rosemariealston@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
rosemarie alston
127 tantum dr
Trenton, NJ 08610
rosemariealston@aol.com

From: joan vollmer (joan.m.vollmer@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
joan vollmer
19 begonia ct
Marlton, NJ 08053
joan.m.vollmer@gmail.com

From: chad vanderbilt (havuc0@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
chad vanderbilt
313 wilson rd
Neptune, NJ 07753
havuc0@aol.com

From: megan roberts (pbear301@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
megan roberts
516 second ave
Woodbury, NJ 08096
pbear301@yahoo.com

From: jeff zygmunt (jziggy3@msn.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
jeff zygmunt
17 compton way
Trenton, NJ 08690
jziggy3@msn.com

From: william simonitis (williamsimonitis@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
william simonitis
25 madison coury
Tinton Falls, NJ 07712
williamsimonitis@yahoo.com

From: morgan thomas (met2722@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
morgan thomas
72 gordon ave
Lawrence Township, NJ 08648
met2722@gmail.com

From: pilar moreira (pilyeg@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
pilar moreira
92 union ave
Belleville, NJ 07109
pilyeg@yahoo.com

From: freda pape (fredapape@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
freda pape
71 woodbury court
Clarksboro, NJ 08020
fredapape@aol.com

From: beth leonard (cj71985@optonline.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
beth leonard
12 pershing place
Keyport, NJ 07735
cj71985@optonline.net

From: michael russoniello (russoniellomichael0@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
michael russoniello
61 e. passaic ave
Bloomfield, NJ 07003
russoniellomichael0@gmail.com

From: mahmoud sanoh (mhsanoh999@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
mahmoud sanoh
3 marshall street
Irvington, NJ 07111
mhsanoh999@gmail.com

From: margarette serna (mgolocan83@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
margarette serna
74 aladdin ave
Dumont, NJ 07628
mgolocan83@gmail.com

From: yuliia krun (juliiakrun@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
yuliia krun
100 maple st
Garfield, NJ 07026
juliiakrun@gmail.com

From: humphery gordon (humpherygordon@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
humphery gordon
289 littleton ave
Newark, NJ 07103
humpherygordon@gmail.com

From: claudia renelt (krenelt47@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
claudia renelt
1805 country ln
Ewing, NJ 08628
krenelt47@gmail.com

From: sandra diaz (sandrad2422@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
sandra diaz
130 elmwood ave. # 2
East Orange, NJ 07018
sandrad2422@gmail.com

From: phyllis johnson (jphyllis258@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
phyllis johnson
730 primas ct
Camden, NJ 08104
jphyllis258@gmail.com

From: andrea smith (andreafran1@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
andrea smith
82 2nd st
Keyport, NJ 07735
andreafran1@gmail.com

From: willet hilton (willeteugene@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
willet hilton
615 county road 579
Flemington, NJ 08822
willeteugene@icloud.com

From: patrick gerity (geritypatrick@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
patrick gerity
75 stonicker drive
Lawrence Township, NJ 08648
geritypatrick@gmail.com

From: joseph atkinson (atkinsonjoe244@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
joseph atkinson
36breezect.
Brick, NJ 08724
atkinsonjoe244@gmail.com

From: debra hotalen (debbiehotalen@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
debra hotalen
55 lott rd
Sussex, NJ 07461
debbiehotalen@yahoo.com

From: melinda sabino (melindasabino28@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
melinda sabino
32-65th street
West New York, NJ 07093
melindasabino28@gmail.com

From: frank marino (frankmarino11@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
frank marino
100 boyle ave
Totowa, NJ 07512
frankmarino11@hotmail.com

From: aaron brunda (laureenbrunda@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
aaron brunda
14 marshall dr
Egg Harbor Township, NJ 08234
laureenbrunda@hotmail.com

From: judith guerriero (judiguerriero51@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
judith guerriero
103 new freedom rd
Berlin, NJ 08009
judiguerriero51@gmail.com

From: joyce rucker (ruckerjoyce124@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
joyce rucker
339 gifford street
Perth Amboy, NJ 08861
ruckerjoyce124@yahoo.com

From: donna forgan (skipfor@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
donna forgan
416 hutchinson st.
Trenton, NJ 08610
skipfor@gmail.com

From: vivienne thomas (viviennethomas45@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
vivienne thomas
24 vine rd
Millville, NJ 08332
viviennethomas45@yahoo.com

From: cynthia lamb (cindylamb3055@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
cynthia lamb
311 e elm ave
Galloway, NJ 08205
cindylamb3055@gmail.com

From: donna zablatzky (djzmom77@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
donna zablatzky
12 beaver brook lane
Denville, NJ 07834
djzmom77@gmail.com

From: priya uppili (pn.unix@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
priya uppili
16 schindler lane
Monroe Township, NJ 08831
pn.unix@gmail.com

From: monica brodie (monnie1218@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
monica brodie
340 thomas blvd 10 -o
Orange, NJ 07050
monnie1218@gmail.com

From: robert dalrymple (magnabug1@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
robert dalrymple
51 crabapple hill
Milford, NJ 08848
magnabug1@gmail.com

From: karen bond (karenbond421@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
karen bond
12 rocky hill rd.
Manahawkin, NJ 08050
karenbond421@yahoo.com

From: lorraine oliver (lorraine8060@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
lorraine oliver
139-a dwight street
Jersey City, NJ 07305
lorraine8060@gmail.com

From: karthik reddy (varuncreddy@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
karthik reddy
9 levan ct
Bridgewater, NJ 08807
varuncreddy@gmail.com

From: toshia laberth (tlaberth65@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

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Yours sincerely,
toshia laberth
147 prince st
Newark, NJ 07103
tlaberth65@yahoo.com

From: stephanie goode (celestegoode32@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
stephanie goode
1450 linbarger avenue
Plainfield, NJ 07062
celestegoode32@gmail.com

From: joanne hultsch (joanne.hultsch@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
joanne hultsch
820 derius dr
Mickleton, NJ 08056
joanne.hultsch@gmail.com

From: tina clickener (tclickener@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

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Yours sincerely,
tina clickener
9 alder terrace
Sussex, NJ 07461
tclickener@yahoo.com

From: camille tenny (camillerispoli55@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
camille tenny
25navesinkave
Middletown, NJ 07748
camillerispoli55@gmail.com

From: erica walls (ericanicole828@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
erica walls
221 kennedy ave
Williamstown, NJ 08094
ericanicole828@gmail.com

From: kim johnson (kimmiej1030@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

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Yours sincerely,
kim johnson
312 arlington avenue
South Plainfield, NJ 07080
kimmiej1030@gmail.com

From: alysa katz (eventsbyalysa@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
alysa katz
312 riviera dr
Long Branch, NJ 07740
eventsbyalysa@gmail.com

From: carla biondi (nursecrank@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
carla biondi
3 picton st
Clark, NJ 07066
nursecrank@aol.com

From: william blades (billblades@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
william blades
879 clover drive
Mullica Hill, NJ 08062
billblades@icloud.com

From: elizabeth huntley (quicklhun60@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
elizabeth huntley
90 norman ave
Roebling, NJ 08554
quicklhun60@yahoo.com

From: diane hall (halldiane461@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
diane hall
633 south broad street
Elizabeth, NJ 07202
halldiane461@gmail.com

From: jesmin laff (cherrypiu79@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
jesmin laff
1205 rte 35
Asbury Park, NJ 07712
cherrypiu79@gmail.com

From: lou guido (dlg530@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
lou guido
462b portsmouth dr
Lakewood, NJ 08701
dlg530@aol.com

From: kirsten sheetz (ksheetz@tkcs.org)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
kirsten sheetz
108 haddontowne ct
Cherry Hill, NJ 08034
ksheetz@tkcs.org

From: sonja wested (sonjawested@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
sonja wested
1258 lansdowne ave
Camden, NJ 08104
sonjawested@gmail.com

From: cilamene joseph (cilamene.anilus@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
cilamene joseph
258 mt. vernon ave
Orange, NJ 07050
cilamene.anilus@gmail.com

From: lynda gallagher (iimanypets08@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
lynda gallagher
8504 herbert ave
Pennsauken, NJ 08109
iimanypets08@comcast.net

From: beth goodenough (marltonmommieof2@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
beth goodenough
103 peabody lane
Marlton, NJ 08053
marltonmommieof2@gmail.com

From: jodi borrelli (jodiborrelli@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
jodi borrelli
47 holiday ct
Westwood, NJ 07675
jodiborrelli@gmail.com

From: nathaniel williams (lstroughn1@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
nathaniel williams
301 irvine turner boulevard, 107, a
Newark, NJ 07108
lstroughn1@gmail.com

From: ahmed mohamed (ilovemywife2017@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
ahmed mohamed
30 linwood ave
Bogota, NJ 07603
ilovemywife2017@hotmail.com

From: alfatir short (alfatirshort80@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
alfatir short
89 columbia ave
Newark, NJ 07106
alfatirshort80@gmail.com

From: kim harris (kimma3014c@msn.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
kim harris
3014 cedarville road
Millville, NJ 08332
kimma3014c@msn.com

From: trulianna tamba (tru25nj13@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
trulianna tamba
210 avon ave.
Newark, NJ 07108
tru25nj13@gmail.com

From: jim king (jim948943@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
jim king
130 so. river dr.
Williamstown, NJ 08094
jim948943@gmail.com

From: francis crawford (franjjcraw@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
francis crawford
26 sterling place
Southampton, NJ 08088
franjjcraw@gmail.com

From: kenneth golden sr (deacondell63@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
kenneth golden sr
1485 endicott ter
Teaneck, NJ 07666
deacondell63@gmail.com

From: derrick parrish (derrickparrish781@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
derrick parrish
20 south montgomery steet p.o. box
Trenton, NJ 08609
derrickparrish781@gmail.com

From: mariusz czupial (czupial1@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
mariusz czupial
6 melbourne ln
Sicklerville, NJ 08081
czupial1@comcast.net

From: juana moromisato (moromisato04@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
juana moromisato
242 boulevard
Passaic, NJ 07055
moromisato04@gmail.com

From: iris roda (irisroda67@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
iris roda
469 amboy rd
Keyport, NJ 07735
irisroda67@gmail.com

From: wayne taylor (wayne_7729@msn.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
wayne taylor
42 pembrook
Willingboro, NJ 08046
wayne_7729@msn.com

From: janine peters (janinepeters1949@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
janine peters
6376 allegheny ave.
Mays Landing, NJ 08330
janinepeters1949@gmail.com

From: jazmin carneiro (jazmin171@msn.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
jazmin carneiro
2257 copper hill drive
Union, NJ 07083
jazmin171@msn.com

From: yolanda munoz vaquez (yolandasuero57@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
yolanda munoz vaquez
410 lamberton st
Trenton, NJ 08611
yolandasuero57@gmail.com

From: sharene gadaa (sharenegadaa@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
sharene gadaa
1606 adriatic ave
Atlantic City, NJ 08401
sharenegadaa@gmail.com

From: neifa hadley (notyou429@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
neifa hadley
39 morris street,
Freehold, NJ 07728
notyou429@gmail.com

From: james squeo (jqueo59@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
james squeo
310 cedar st.
Belford, NJ 07718
jqueo59@gmail.com

From: sergio antonio (sergioruizrueda@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
sergio antonio
landmark 3005
Atlantic City, NJ 08401
sergioruizrueda@gmail.com

From: lidia salermo (lidia0528@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
lidia salermo
401 palmer st apt 1 a
Elizabeth, NJ 07202
lidia0528@hotmail.com

From: otis jackson (oj407332@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
otis jackson
1421 drexel ave 1st floor
Atlantic City, NJ 08401
oj407332@gmail.com

From: greg ensel (gensel@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
greg ensel
155 wintermute rd
Newton, NJ 07860
gensel@gmail.com

From: susana rodrguez (suemrod2015@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
susana rodrguez
2814 n stiles st ,
Linden, NJ 07036
suemrod2015@gmail.com

From: evelina cope (ejrevilla4@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
evelina cope
167 schoolhouse rd
Somerset, NJ 08873
ejrevilla4@gmail.com

From: fabio trezza (conofiat13@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
fabio trezza
1068 ocean ave. seabright new jerse
Sea Bright, NJ 07760
conofiat13@gmail.com

From: soraya olivero (sorayaolivero02@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
soraya olivero
15 belmont ave
Garfield, NJ 07026
sorayaolivero02@gmail.com

From: allie sinex (alliesinex@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
allie sinex
110 east commerce at
Bridgeton, NJ 08302
alliesinex@gmail.com

From: michael morrow (michaelmorrow0714@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
michael morrow
22 abeel street
New Brunswick, NJ 08901
michaelmorrow0714@gmail.com

From: kevin marshall (rescuechallenge911@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
kevin marshall
belleville, new jersey 07109
Belleville, NJ 07109
rescuechallenge911@gmail.com

From: adell howard (adellbhoward@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
adell howard
15 van velsor place
Newark, NJ 07112
adellbhoward@aol.com

From: lynda richardson (lyndarichardson2@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
lynda richardson
288 echelon rd
Voorhees, NJ 08043
lyndarichardson2@aol.com

From: idrees mccrimmon (mccrimmon123idrees@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
idrees mccrimmon
144 johnson ave
Newark, NJ 07018
mccrimmon123idrees@gmail.com

From: christina tan (christinadtan@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
christina tan
2109 morris ave.
Union, NJ 07083
christinadtan@gmail.com

From: dennis mallon (deetz4816@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
dennis mallon
14 brookside dr
Budd Lake, NJ 07828
deetz4816@yahoo.com

From: samuel dugger (duggersamuel2@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
samuel dugger
48 salem street
Newark, NJ 07106
duggersamuel2@gmail.com

From: richard greene (rgreene220@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
richard greene
75 harmon st
Jersey City, NJ 07304
rgreene220@gmail.com

From: diane carhart (dlcarhart@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
diane carhart
16 blue jay court
Warren, NJ 07059
dlcarhart@hotmail.com

From: sheila goldsborough (sheilagoldsborough946@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
sheila goldsborough
528 main street
Cherry Hill, NJ 08002
sheilagoldsborough946@gmail.com

From: john chadwick (jcchadwick10550@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
john chadwick
13 a. dogwood road
Manahawkin, NJ 08050
jcchadwick10550@gmail.com

From: mary jeanne smith (mjsmith398@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
mary jeanne smith
8 cove rd
Hopatcong, NJ 07843
mjsmith398@aol.com

From: susan mowery (locatesue@outlook.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
susan mowery
585 us 46
Columbia, NJ 07832
locatesue@outlook.com

From: james knott (jknottnjrc408@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
james knott
70 south munn avenue
East Orange, NJ 07018
jknottnjrc408@gmail.com

From: garrett benjamin (garrettbenjamin1463@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
garrett benjamin
1211 chelsea ct
Voorhees, NJ 08043
garrettbenjamin1463@gmail.com

From: robert nicholas (bobby.nicholas@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
robert nicholas
75 susquehanna trail
Branchburg, NJ 08876
bobby.nicholas@gmail.com

From: maria bernal (mariabernal1964@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
maria bernal
26 james st
Toms River, NJ 08753
mariabernal1964@icloud.com

From: farzana shah (farzanashah52@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
farzana shah
200 west plaza place
Pleasantville, NJ 08232
farzanashah52@yahoo.com

From: richard niclaus (prrmariner@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
richard niclaus
53 longview ave
Lake Hiawatha, NJ 07034
prrmariner@aol.com

From: joaquin colon (amzcartet1217@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
joaquin colon
2901 n wood ave
Linden, NJ 07036
amzcartet1217@gmail.com

From: jose adriano (joe_liberty372@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
jose adriano
34 liberty ave
Jersey City, NJ 07306
joe_liberty372@yahoo.com

From: vera lafferty (laffertyvera64@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
vera lafferty
23 wynnewood apartment 705
Collingswood, NJ 08108
laffertyvera64@gmail.com

From: william moore (kimandbill331@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
william moore
434 lake barnegat dr n
Forked River, NJ 08731
kimandbill331@gmail.com

From: kenneth vanluvender (cynthiavanluvender@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
kenneth vanluvender
seven boulder hills blvd apartment
Sussex, NJ 07461
cynthiavanluvender@yahoo.com

From: craig brown (craigb3122@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
craig brown
510 pardee blvd
Browns Mills, NJ 08015
craigb3122@gmail.com

From: hugo bonafede (hbonafede@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
hugo bonafede
1600 parker ave apt 20j
Fort Lee, NJ 07024
hbonafede@gmail.com

From: john connolly (pitbull1942@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
john connolly
284east johnson ave
Bergenfield, NJ 07621
pitbull1942@yahoo.com

From: renee rosenthal (rrosenthal123@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

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Yours sincerely,
renee rosenthal
33 franklin st
Verona, NJ 07044
rrosenthal123@hotmail.com

From: norma salomone (angelica97us@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
norma salomone
211 20th ave211
Paterson, NJ 07501
angelica97us@yahoo.com

From: jorge fonseca (fonseca1268@live.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
jorge fonseca
25 muhlenbrink rd
Colts Neck, NJ 07722
fonseca1268@live.com

From: jerry jones (jrjones119@verizon.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
jerry jones
1 tulip court
Monroe Township, NJ 08831
jrjones119@verizon.net

From: judith servodio (jaservodio@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
judith servodio
2101 strawberry layne
Toms River, NJ 08753
jaservodio@aol.com

From: dorothy bamond (rbamond@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
dorothy bamond
105 orange avenue elmwood park
Elmwood Park, NJ 07407
rbamond@aol.com

From: robert petriello (rjpetriello@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
robert petriello
15 cohansey dr
Toms River, NJ 08757
rjpetriello@yahoo.com

From: analu silva (analusilva88@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
analu silva
527 n 6th st
Newark, NJ 07107
analusilva88@hotmail.com

From: michelle schnepp (mschnepp4@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
michelle schnepp
334 east main street
Tuckerton, NJ 08087
mschnepp4@yahoo.com

From: nicki barbieri (nrbarbieri15@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
nicki barbieri
46 rogers drive
Landing, NJ 07850
nrbarbieri15@gmail.com

From: solwazi nyahuma (solwazinyahuma8@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
solwazi nyahuma
2 millington avenue
Newark, NJ 07108
solwazinyahuma8@gmail.com

From: marija nikolic (mnikolic727@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
marija nikolic
40 josham lane
Lake Hiawatha, NJ 07034
mnikolic727@gmail.com

From: vicente chiquito (chiquitovicent52@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
vicente chiquito
410 avon ave
Newark, NJ 07108
chiquitovicent52@gmail.com

From: maria garcia (bignaty1202@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
maria garcia
1108 broad street
Newark, NJ 07114
bignaty1202@gmail.com

From: jo anne de groot (jodegroot56@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
jo anne de groot
#49 haggerty rd.
Sussex, NJ 07461
jodegroot56@yahoo.com

From: chris nolan (nolan2108@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
chris nolan
2108 1st ave
Toms River, NJ 08757
nolan2108@gmail.com

From: craig lynch (craiglynch13@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
craig lynch
2119 edgewood pl
Spring Lake, NJ 07762
craiglynch13@gmail.com

From: john messina (messina.john2@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
john messina
28 colwick rd
Cherry Hill, NJ 08002
messina.john2@gmail.com

From: carol florie (cflorie44@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
carol florie
182bonaire drive
Toms River, NJ 08757
cflorie44@gmail.com

From: elsie crowell (elsec628@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
elsie crowell
62 biabou dr
Toms River, NJ 08757
elsec628@aol.com

From: ryan tapp (ryantapp7@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
ryan tapp
9 mead st
Newark, NJ 07106
ryantapp7@gmail.com

From: logan whitaker (loganbraeretreats@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
logan whitaker
330 us-130, burlington, nj 08016
Burlington, NJ 08016
loganbraeretreats@gmail.com

From: linda m christy (linitucats@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
linda m christy
163 rodman dr
Manahawkin, NJ 08050
linitucats@yahoo.com

From: gretchen mendel (gretchenmendel@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
gretchen mendel
44 arch st
Butler, NJ 07405
gretchenmendel@gmail.com

From: ronald weber (weberron21@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
ronald weber
105 east 7th ave.
Pine Hill, NJ 08021
weberron21@yahoo.com

From: marisel hudson (tigureasa69@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
marisel hudson
263 kearney street
Paterson, NJ 07522
tigureasa69@yahoo.com

From: kullah kemokaijohnson (khadijah0214@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
kullah kemokaijohnson
706 doris ter
Neptune, NJ 07753
khadijah0214@icloud.com

From: kelvin hunter (hunterkelvin81@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
kelvin hunter
100 ludlow st 9-k
Newark, NJ 07114
hunterkelvin81@gmail.com

From: katrina rodriguez (krl010804@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
katrina rodriguez
368 fifth ave
River Edge, NJ 07661
krl010804@gmail.com

From: jesus tasso (chanochano32@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
jesus tasso
1044 louisa st
Elizabeth, NJ 07201
chanochano32@gmail.com

From: maria mediano (medianome52@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
maria mediano
202 clayton terr
Paramus, NJ 07652
medianome52@gmail.com

From: robert r vocaturo (robvocaturo@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
robert r vocaturo
63 franklin avenue
Nutley, NJ 07110
robvocaturo@hotmail.com

From: melissa dalessandro (melott42773@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
melissa dalessandro
222 filmore street
Riverside, NJ 08075
melott42773@gmail.com

From: steve zuravner (szurav@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
steve zuravner
510 skyline lks dr
Ringwood, NJ 07456
szurav@gmail.com

From: jacquelyn hennelly (hennellyjackie@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
jacquelyn hennelly
12 morgan dr
Clayton, NJ 08312
hennellyjackie@gmail.com

From: paul riker (pcobra50@msn.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
paul riker
16 foxwood ct.
Sicklerville, NJ 08081
pcobra50@msn.com

From: carmen alexander (carmenalexander516@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
carmen alexander
49 kingston way
Southampton, NJ 08088
carmenalexander516@gmail.com

From: erica brooks (ebrooks_333@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
erica brooks
72 hayes st. apt 3j
Newark, NJ 07103
ebrooks_333@hotmail.com

From: ana melgar (anamelgar1914@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
ana melgar
120 beech st
Maywood, NJ 07607
anamelgar1914@gmail.com

From: rashad cherry (rashad.cherry@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
rashad cherry
1520 larchmont pl
Mount Laurel, NJ 08054
rashad.cherry@hotmail.com

From: mark vetter (mvetter129@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
mark vetter
60 e linden ave apt 8a
Englewood, NJ 07631
mvetter129@yahoo.com

From: sheyla ponce (sponcem@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
sheyla ponce
5 lee ln
Sicklerville, NJ 08081
sponcem@hotmail.com

From: mirna guzman (powerfulmirna@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
mirna guzman
1800 s. wood ave apt 2
Linden, NJ 07036
powerfulmirna@yahoo.com

From: eric williams (pearce_w@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
eric williams
15n terrace rd
Columbia, NJ 07832
pearce_w@yahoo.com

From: emmanuel laano (laanob@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
emmanuel laano
14 vogel ave
Piscataway, NJ 08854
laanob@aol.com

From: simon koslov (simonkoslov43@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
simon koslov
93 division st
South River, NJ 08882
simonkoslov43@gmail.com

From: william gross (spidey1943@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
william gross
495 center street
Sewell, NJ 08080
spidey1943@yahoo.com

From: michael waller (uniquefreak4shoes@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
michael waller
98 oak st. apt 2614
Clementon, NJ 08021
uniquefreak4shoes@gmail.com

From: annette castillo (bestgrandma123a@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
annette castillo
123a mara road
Lake Hiawatha, NJ 07034
bestgrandma123a@gmail.com

From: chris whyte (chris2014whyte@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
chris whyte
1441 stuyvesant ave
Trenton, NJ 08618
chris2014whyte@gmail.com

From: yvonne walsh (zie.figlia@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
yvonne walsh
650 oak ave
Maywood, NJ 07607
zie.figlia@gmail.com

From: dawn ackerman (ackermand2016@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
dawn ackerman
14 s. farview ave
Paramus, NJ 07652
ackermand2016@gmail.com

From: jaegean kim (emtmr11@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
jaegean kim
595 broad ave. ste 15
Ridgefield, NJ 07657
emtmr11@gmail.com

From: randolph smith (rjsmith1@optonline.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
randolph smith
19 indian lane
Towaco, NJ 07082
rjsmith1@optonline.net

From: frank racanati (supremeseafood@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
frank racanati
236 morris boulevard
Manahawkin, NJ 08050
supremeseafood@gmail.com

From: mario garrubbo (mariogarrubbo6@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
mario garrubbo
1a union ave
Madison, NJ 07940
mariogarrubbo6@gmail.com

From: olga ruiz (or643638@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
olga ruiz
824n new road apartament j4
Pleasantville, NJ 08232
or643638@gmail.com

From: melissa giordano (melisgiowest@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
melissa giordano
15 lesko terrace
Ogdensburg, NJ 07439
melisgiowest@gmail.com

From: clyde wilkins (uvz60673@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
clyde wilkins
34 center st
Matawan, NJ 07747
uvz60673@gmail.com

From: donna braccille (vomanhattan@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
donna braccille
13 brighton pl
Swedesboro, NJ 08085
vomanhattan@comcast.net

From: lesley lunger (lesleymlunger@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
lesley lunger
190 state route 31 north
Hampton, NJ 08827
lesleymlunger@gmail.com

From: monica garcia (lavegapedro87@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
monica garcia
410 17th street
Union City, NJ 07087
lavegapedro87@gmail.com

From: aimee newman (dancemusicdiva@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
aimee newman
10 w 21st st. apt 3l
Bayonne, NJ 07002
dancemusicdiva@gmail.com

From: monica cohen (lyres-72.geeks@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
monica cohen
1013 spruce hills drive
Glen Gardner, NJ 08826
lyres-72.geeks@icloud.com

From: kristine keller (kristinekrn333@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
kristine keller
200 back road
Manahawkin, NJ 08050
kristinekrn333@gmail.com

From: rebecca olabiran (iyanuloro09@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
rebecca olabiran
120 badger avenue
Newark, NJ 07108
iyanuloro09@gmail.com

From: shamit brahma (sbrahma1@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
shamit brahma
62 bradford ln
Plainsboro, NJ 08536
sbrahma1@yahoo.com

From: elsa lopez (21elsalopez@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
elsa lopez
1236 pacific st
Plainfield, NJ 07062
21elsalopez@gmail.com

From: marlene schaab (beyondtherose724@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
marlene schaab
16 chipmunk drive
Brick, NJ 08724
beyondtherose724@gmail.com

From: tyrome langston (langstontyromesr@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
tyrome langston
739 e. wood st
Vineland, NJ 08360
langstontyromesr@gmail.com

From: deme heyward (demea5811@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
deme heyward
22 mantua rd
Mount Royal, NJ 08061
demea5811@gmail.com

From: renee kellum (reneekellum2@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
renee kellum
1020 woodlane rd
Beverly, NJ 08010
reneekellum2@gmail.com

From: michael nelson (bigrignelson@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
michael nelson
6899 sewell ave
Mizpah, NJ 08342
bigrignelson@gmail.com

From: anthony gaither (anthonygather7@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
anthony gaither
524 bush road tom river nj
Toms River, NJ 08753
anthonygather7@gmail.com

From: jack schaeffner (jackschaeffner@mail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
jack schaeffner
210 beaver run road
Lafayette, NJ 07848
jackschaeffner@mail.com

From: jeffrey henry (jthenry2468@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

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Yours sincerely,
jeffrey henry
141 rittenhouse dr
Willingboro, NJ 08046
jthenry2468@gmail.com

From: craig ulshafer (ulshafer3@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

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Yours sincerely,
craig ulshafer
165 parkview rd
Stratford, NJ 08084
ulshafer3@comcast.net

From: chris peschko peschko (peschkodesigns@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
chris peschko peschko
133 virginia ave
Audubon, NJ 08106
peschkodesigns@gmail.com

From: neil assad (neil.assad@mountainsidehosp.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
neil assad
59 terrace ave
West Orange, NJ 07042
neil.assad@mountainsidehosp.com

From: vicky bardsley (brittagirl10@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
vicky bardsley
1 royal court dr apt b13
Spring Lake, NJ 07762
brittagirl10@gmail.com

From: lydia bergamasco (lydia.coleman28@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
lydia bergamasco
15 pershing ave
Elizabeth, NJ 07202
lydia.coleman28@gmail.com

From: stuart bidgood (jda22t@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
stuart bidgood
225 spring st.
Newton, NJ 07860
jda22t@aol.com

From: john ganley (jganley227@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
john ganley
409 lakewood rd
Neptune, NJ 07753
jganley227@gmail.com

From: rob ramos (rramos2283@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
rob ramos
1310 bright st
Hillside, NJ 07205
rramos2283@aol.com

From: sharon hamilton (hansbury63@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
sharon hamilton
63 hansbury ave
Newark, NJ 07112
hansbury63@gmail.com

From: patricia harilal (surin011678@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
patricia harilal
753 locust rd
Beachwood, NJ 08722
surin011678@yahoo.com

From: ricky rosario (liquidspeed01@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
ricky rosario
94 centre st
Nutley, NJ 07110
liquidspeed01@gmail.com

From: angel fernandez (angelfernandez815@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
angel fernandez
331 manhattan ave
Bayville, NJ 08721
angelfernandez815@yahoo.com

From: bobbie bryant (221bobby@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
bobbie bryant
25 1/2 abbett ave
Morristown, NJ 07960
221bobby@gmail.com

From: ena cedeno alcivar (ence_26@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
ena cedeno alcivar
621 37 st
Union City, NJ 07087
ence_26@hotmail.com

From: edna vanderhoof (esvanderhoof@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
edna vanderhoof
15 ithanell road
Hopatcong, NJ 07843
esvanderhoof@gmail.com

From: anthony testino (grabbitllc@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
anthony testino
36 simpson ave
Pitman, NJ 08071
grabbitllc@gmail.com

From: joseph dsouza (zuzuzango@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
joseph dsouza
144 old bergen rd
Jersey City, NJ 07305
zuzuzango@yahoo.com

From: joanne miele (joanne.miele@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
joanne miele
1009 1st street
Northfield, NJ 08225
joanne.miele@gmail.com

From: lisa amaya (lisaamaya6566@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
lisa amaya
149 berger street
Wood Ridge, NJ 07075
lisaamaya6566@gmail.com

From: joanne miele (joanne.miele@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
joanne miele
1009 1st street
Northfield, NJ 08225
joanne.miele@gmail.com

From: ashley johnson (adjohnson91305@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
ashley johnson
18 horizon dr
Edison, NJ 08817
adjohnson91305@yahoo.com

From: john pilovsky (jpilovsky1564@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
john pilovsky
594 wside ave
Jersey City, NJ 07304
jpilovsky1564@gmail.com

From: lisa amaya (lisaamaya6566@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

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Yours sincerely,
john pilovsky
594 wside ave
Jersey City, NJ 07304
jpilovsky1564@gmail.com

From: ashley johnson (adjohnson91305@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
ashley johnson
18 horizon dr
Edison, NJ 08817
adjohnson91305@yahoo.com

From: dennis defreese (dennisdefreese813@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
dennis defreese
42 magnolia rd
Hewitt, NJ 07421
dennisdefreese813@gmail.com

From: anthony lodestro (lex5052@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
anthony lodestro
23 linda court
Monmouth Junction, NJ 08852
lex5052@yahoo.com

From: petronila basaldua (petronilabasaldua@ymail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
petronila basaldua
260 engle st
Englewood, NJ 07631
petronilabasaldua@ymail.com

From: mary baez (lucero31067@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
mary baez
30 lakeside avenue
Haskell, NJ 07420
lucero31067@yahoo.com

From: tonja hall (nonnydallas59@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
tonja hall
375 indian ave
Bridgeton, NJ 08302
nonnydallas59@gmail.com

From: michael moser (mgmoser1183@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
michael moser
494c dartmoor way
Manchester, NJ 08759
mgmoser1183@aol.com

From: mary richardson (maryrichardson891@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
mary richardson
1929 milton. ave
Neptune, NJ 07753
maryrichardson891@yahoo.com

From: cy moore (fitfullyyou@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
cy moore
280 wayne avenue apt 18
Paterson, NJ 07502
fitfullyyou@yahoo.com

From: brayden holbrook (braydenholbrook@outlook.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
brayden holbrook
17 josie ln
Atco, NJ 08004
braydenholbrook@outlook.com

From: jesica petty (pettyjesica98@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
jesica petty
17 floydwycoff rd
Morganville, NJ 07751
pettyjesica98@gmail.com

From: mariana tamariz (la314nena@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
mariana tamariz
14 myrtle ave
Dover, NJ 07801
la314nena@gmail.com

From: harvey klein (kleincandlesales@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
harvey klein
7301 marshall ave
Ventnor City, NJ 08406
kleincandlesales@icloud.com

From: george turner (gt5646791@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
george turner
7802 greenbriar rd
Pennsauken, NJ 08109
gt5646791@gmail.com

From: xander richards (raad.ali386@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
xander richards
165 conant st
Hillside, NJ 07205
raad.ali386@gmail.com

From: rosemarie love (rostarfriend@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
rosemarie love
194 harding hwy
Newfield, NJ 08344
rostarfriend@gmail.com

From: paula kaminski (kaminskp@msn.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
paula kaminski
57 versailles ct
Trenton, NJ 08619
kaminskp@msn.com

From: anthony foye (anthonyfoye71@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
anthony foye
120 curcio ln
Hammonton, NJ 08037
anthonyfoye71@gmail.com

From: arthur singer (arthurlsinger@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
arthur singer
15 bburlington dr
Marlboro, NJ 07746
arthurlsinger@gmail.com

From: mary varga (bungeerush6@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
mary varga
2 glenwood pl
Leonardo, NJ 07737
bungeerush6@gmail.com

From: melvin jervis (jervisme@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
melvin jervis
310 stratford av
West Berlin, NJ 08091
jervisme@gmail.com

From: lawrence wood (lawrencewood98@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
lawrence wood
605 stockton drive
Williamstown, NJ 08094
lawrencewood98@gmail.com

From: frances gonzales (franinnj@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
frances gonzales
8 bergen ct
Bayonne, NJ 07002
franinnj@gmail.com

From: bryda zimmerman (zimmermanbryda@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

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Yours sincerely,
bryda zimmerman
290 so michigan avenue
Kenilworth, NJ 07033
zimmermanbryda@gmail.com

From: mirian loja (cheverm6@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
mirian loja
39 green pond rd apt a4
Rockaway, NJ 07866
cheverm6@gmail.com

From: karen callahan (karencallahan71@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

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Yours sincerely,
karen callahan
146 stockton lane
Marlton, NJ 08053
karencallahan71@gmail.com

From: patti t (pattilt116@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
patti t
100 ridgewood road
Township of Washington, NJ 07676
pattilt116@gmail.com

From: jeff bacon (jlbacon1953@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
jeff bacon
158courtshiredr
Brick, NJ 08723
jlbacon1953@gmail.com

From: monica soca (ramon1706@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
monica soca
1026 sheridan av
Elizabeth, NJ 07208
ramon1706@hotmail.com

From: charles hunter (charleshunter00999@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
charles hunter
75prince. st.
Elizabeth, NJ 07208
charleshunter00999@gmail.com

From: libby larkin (larkinlibby@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
libby larkin
18 roosevelt ave
Ridgefield Park, NJ 07660
larkinlibby@gmail.com

From: diane miles (dianec716@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
diane miles
1009 pineland ave
Blackwood, NJ 08012
dianec716@icloud.com

From: lucrecia devia (lula82963@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
lucrecia devia
719 summer st
Elizabeth, NJ 07202
lula82963@gmail.com

From: sheryl hopp (grammysah45@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
sheryl hopp
m4 central ave
Landisville, NJ 08326
grammysah45@comcast.net

From: sharon laforge (slf3577@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
sharon laforge
227 pierre ave
Garfield, NJ 07026
slf3577@gmail.com

From: angela dominguez (adominguez@outlook.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
angela dominguez
6023 buchanan place apt 2
West New York, NJ 07093
adominguez@outlook.com

From: walter zennario (walterzennario@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
walter zennario
1006 sailor dr.
Manahawkin, NJ 08050
walterzennario@gmail.com

From: marie hanna (mrh050@verizon.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
marie hanna
26 dickinson ct
Red Bank, NJ 07701
mrh050@verizon.net

From: mary dearborn (bigbingonut50@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
mary dearborn
45hackensack st
East Rutherford, NJ 07073
bigbingonut50@aol.com

From: leonila gomez (lalagomez1961@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
leonila gomez
137 mallory avenue
Jersey City, NJ 07304
lalagomez1961@gmail.com

From: fred mitchell (fmitchell296@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
fred mitchell
284 tyler street
Trenton, NJ 08609
fmitchell296@gmail.com

From: linda martha (randalldickey@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
linda martha
119 cumberland ave
Estell Manor, NJ 08319
randalldickey@gmail.com

From: debbie bass (jerseycooko@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
debbie bass
2farrier avenue
Blackwood, NJ 08012
jerseycooko@gmail.com

From: barbara nokes (barbaranokes01@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
barbara nokes
856 ware street
Camden, NJ 08104
barbaranokes01@gmail.com

From: benjaminm gonzalez (benjamingonzalez1221@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
benjaminm gonzalez
109 chestnut st
Audubon, NJ 08106
benjamingonzalez1221@gmail.com

From: lanair sweeting barrett (lanair37@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
lanair sweeting barrett
37 arsdale terrace
East Orange, NJ 07018
lanair37@gmail.com

From: jerry glaze (glazebuck212@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
jerry glaze
17
Pleasantville, NJ 08232
glazebuck212@gmail.com

From: sharon laforge (slf3577@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
sharon laforge
227 pierre ave
Garfield, NJ 07026
slf3577@gmail.com

From: ovidia fernandez (fovidia0044@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
ovidia fernandez
376 north 6st
Newark, NJ 07107
fovidia0044@gmail.com

From: mary dearborn (bigbingonut50@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
mary dearborn
45hackensack st
East Rutherford, NJ 07073
bigbingonut50@aol.com

From: sal eppolito (sal7712@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
sal eppolito
12 bluebeard way
Waretown, NJ 08758
sal7712@gmail.com

From: david olshefski (dolshefski350@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
david olshefski
202 jasinskist
Manville, NJ 08835
dolshefski350@gmail.com

From: brian williams (bjworeo@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
brian williams
861 delancey place
Ocean City, NJ 08226
bjworeo@aol.com

From: angelo fergone (copman524@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
angelo fergone
13 e. ferndale dr
Runnemede, NJ 08078
copman524@aol.com

From: jeffery robinson (brucerobinson1212@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
jeffery robinson
101 e gibbsboro rd
Lindenwold, NJ 08021
brucerobinson1212@gmail.com

From: mike karpf (mikekarpf@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
mike karpf
34 dartmouth rd
Parlin, NJ 08859
mikekarpf@gmail.com

From: suzy calabrese (suzy.calabrese13@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
suzy calabrese
307 pershing rd
Clifton, NJ 07012
suzy.calabrese13@yahoo.com

From: gerri tedesco (mgmjt1@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
gerri tedesco
117 union avenue
Bellmawr, NJ 08031
mgmjt1@gmail.com

From: michael crescitelli (michaelcrescitelli7@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
michael crescitelli
1942 forest grove rd
Vineland, NJ 08360
michaelcrescitelli7@gmail.com

From: rene torres (elderrene215@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
rene torres
100 west 13th street
Bayonne, NJ 07002
elderrene215@gmail.com

From: sherita womack (latoyaw26@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
sherita womack
1040 route 166
Toms River, NJ 08753
latoyaw26@icloud.com

From: paul pierno (pauliep296@optonline.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
paul pierno
60 pacific st
Edison, NJ 08817
pauliep296@optonline.net

From: martha stella (algarrison1520@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
martha stella
744 prince ave
Williamstown, NJ 08094
algarrison1520@gmail.com

From: vivian price (dpvlp6241@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
vivian price
82 manor drive
Absecon, NJ 08201
dpvlp6241@gmail.com

From: mamoona waqas (khushkikaemail@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
mamoona waqas
154 south bellevue ave apt 2
Atlantic City, NJ 08401
khushkikaemail@gmail.com

From: sahida rahman (sahidaaarahman@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
sahida rahman
842 east brown
Gloucester City, NJ 08030
sahidaaarahman@icloud.com

From: miroudeline jeanfrancois (miroudeline79@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
miroudeline jeanfrancois
1000 stuart pl
Linden, NJ 07036
miroudeline79@yahoo.com

From: draper sandra (smittenme@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
draper sandra
63 macfarlan avenue
Hawthorne, NJ 07506
smittenme@yahoo.com

From: natasha korsback (natasha.korsback@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
natasha korsback
64 birch ave
Maple Shade, NJ 08052
natasha.korsback@hotmail.com

From: jade white (jwhite2918@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
jade white
1439 hiawatha ave
Hillside, NJ 07205
jwhite2918@yahoo.com

From: patricia sanchez (pattie41081@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
patricia sanchez
280 lewis street
North Plainfield, NJ 07060
pattie41081@gmail.com

From: jeremiah long (longj0200@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
jeremiah long
336o hwy35
Red Bank, NJ 07730
longj0200@gmail.com

From: gloria grubbs (glogrubbs@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
gloria grubbs
110chariot ct
Piscataway, NJ 08854
glogrubbs@gmail.com

From: bill koranteng (korantengbill8@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
bill koranteng
8 vance ave
Sicklerville, NJ 08081
korantengbill8@gmail.com

From: joseph robinson (joseph19robinson61@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
joseph robinson
709boradway
Camden, NJ 08104
joseph19robinson61@gmail.com

From: deaven johnson (deaven.johnson1979@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
deaven johnson
17 dales ave apt 222
Jersey City, NJ 07306
deaven.johnson1979@gmail.com

From: thomas steed (t7227548@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
thomas steed
415 arlington ave 4b
Jersey City, NJ 07304
t7227548@gmail.com

From: joanne barnes (jvbarnes3531@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
joanne barnes
1403 bally bunion road
Egg Harbor City, NJ 08215
jvbarnes3531@icloud.com

From: william horton (hortonwilliam42@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
william horton
106 antonia dr
Jackson, NJ 08527
hortonwilliam42@gmail.com

From: nancy newman (willow0506@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
nancy newman
1161 s. main rd.
Vineland, NJ 08360
willow0506@gmail.com

From: rochelle mosley (rochellemosley1964@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
rochelle mosley
102 huntington terrace
Newark, NJ 07112
rochellemosley1964@gmail.com

From: kathleen egan (kathyegan531@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
kathleen egan
230 kings highway east
Gloucester City, NJ 08030
kathyegan531@gmail.com

From: arlene schwartz (gingerpeachy15@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
arlene schwartz
2 kathleen dr
Jackson, NJ 08527
gingerpeachy15@aol.com

From: robert steets (robertsteets775@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
robert steets
145b park avenue
Park Ridge, NJ 07656
robertsteets775@gmail.com

From: beverley brown (bevnrichbrwn@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
beverley brown
2549 bay avenue
Ocean City, NJ 08226
bevnrichbrwn@yahoo.com

From: charles doney (charliedoney@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
charles doney
119 seaview court
Neptune, NJ 07753
charliedoney@aol.com

From: garis kormandy (garybrenda5656@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
garis kormandy
301 mercer st
Phillipsburg, NJ 08865
garybrenda5656@gmail.com

From: eric inman (einman806@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
eric inman
153garside st
Newark, NJ 07104
einman806@gmail.com

From: joanne anderson (nanajoanderson@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
joanne anderson
424 caroline lane
Millville, NJ 08332
nanajoanderson@yahoo.com

From: lauretta goode (laurettag1028@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
lauretta goode
712 15th ave
Irvington, NJ 07111
laurettag1028@gmail.com

From: alicia irizarry (alice.irizarry711@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
alicia irizarry
610 sewall ave
Asbury Park, NJ 07712
alice.irizarry711@gmail.com

From: valerie passman (forvalonly@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
valerie passman
10 stoney brook
Absecon, NJ 08201
forvalonly@icloud.com

From: henry fredericks (richmon@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
henry fredericks
32 ashcroft ave
Ocean View, NJ 08230
richmon@comcast.net

From: carolyn sampson (carolynsampson857@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

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Yours sincerely,
carolyn sampson
933 south maine st
Williamstown, NJ 08094
carolynsampson857@gmail.com

From: ron mailahn (jigsaw34x@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
ron mailahn
712 taylor ave
Oaklyn, NJ 08107
jigsaw34x@gmail.com

From: anlizmara colondres (anlizmaracolondres@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
anlizmara colondres
400 riverfront blvd
Elmwood Park, NJ 07407
anlizmaracolondres@gmail.com

From: thomas wilson (tom.jwilson@verizon.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
thomas wilson
34 elizabeth ct
Bloomfield, NJ 07003
tom.jwilson@verizon.net

From: lynne weidenhammer (lynneweedie@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
lynne weidenhammer
4 piccadilly ct
Toms River, NJ 08757
lynneweedie@hotmail.com

From: tracey di vilio (pajode07@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
tracey di vilio
14 little broadway
Sayreville, NJ 08872
pajode07@aol.com

From: judith states (states422@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
judith states
13 allison place
Egg Harbor Township, NJ 08234
states422@gmail.com

From: william deitz (wdeitz3@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
william deitz
200 e madison ave
Collingswood, NJ 08108
wdeitz3@gmail.com

From: mike tierney (mgjava@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
mike tierney
139 white st
Shrewsbury, NJ 07702
mgjava@comcast.net

From: theresa willis (ladytee1955@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
theresa willis
12 tower pl
Fanwood, NJ 07023
ladytee1955@hotmail.com

From: beckie sheppard (beckiesheppard0@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
beckie sheppard
60 south munn ave
East Orange, NJ 07018
beckiesheppard0@gmail.com

From: thomas p coughlin (tomcogs22@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
thomas p coughlin
412 south broadway ave
Pitman, NJ 08071
tomcogs22@gmail.com

From: katiuska diaz (dkathy848@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
katiuska diaz
401 ogden place
Perth Amboy, NJ 08861
dkathy848@gmail.com

From: donna domanski (sammee68@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
donna domanski
10 shady tree lane
Colts Neck, NJ 07722
sammee68@aol.com

From: damaries jimenez (jdamaries@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
damaries jimenez
224 laurel street
Vineland, NJ 08360
jdamaries@gmail.com

From: joanne hicks (joannehicks41@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
joanne hicks
447 bellevue ave
Trenton, NJ 08618
joannehicks41@yahoo.com

From: derrick ellis (derrickdellis527@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
derrick ellis
111 south munn avenue
East Orange, NJ 07018
derrickdellis527@gmail.com

From: tawana roberts (robertstawana@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
tawana roberts
128 main street
Matawan, NJ 07747
robertstawana@yahoo.com

From: andra keaton (nicholas63@live.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
andra keaton
1380 sloane blvd
Plainfield, NJ 07060
nicholas63@live.com

From: annabella haney (annabellahaney@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
annabella haney
203 lakeview dr
Collingswood, NJ 08108
annabellahaney@icloud.com

From: william stepler (bodidler@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
william stepler
15 lombardy road
Blackwood, NJ 08012
bodidler@aol.com

From: maria roman (d_roman911@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
maria roman
448 rutherford ave
Franklin, NJ 07416
d_roman911@hotmail.com

From: richard holman (rdhprofessional131@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
richard holman
711 monmouth rd
Chesterfield, NJ 08515
rdhprofessional131@gmail.com

From: harshad shah (dakshah23@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
harshad shah
117 fisher ave
Piscataway, NJ 08854
dakshah23@gmail.com

From: katherine homan (katherinehoman1964@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
katherine homan
120 pop moylan boulevard
Woodbury, NJ 08096
katherinehoman1964@gmail.com

From: regina westbrook (regwest60@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
regina westbrook
305 plaza drive
Woodbridge, NJ 07095
regwest60@yahoo.com

From: callie scurry (calliewynder57@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
callie scurry
1094buckshutshu2094 buckshutem r.dâ€
Bridgeton, NJ 08302
calliewynder57@gmail.com

From: daniel fay (danjfay777@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
daniel fay
428 kings hwy
Cape May Court House, NJ 08210
danjfay777@gmail.com

From: marchant lewis (marchantlewis@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
marchant lewis
105 e ridgewood ave
Pleasantville, NJ 08232
marchantlewis@yahoo.com

From: lauren howell (moniquecool61@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
lauren howell
319 n.dr.martin luther king blvd.
Atlantic City, NJ 08401
moniquecool61@gmail.com

From: mohammed zakaria (janelleboamah@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
mohammed zakaria
339 21st. street
Irvington, NJ 07111
janelleboamah@gmail.com

From: gail trocola (murphi55@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
gail trocola
17 matlack drive
Voorhees, NJ 08043
murphi55@aol.com

From: aston young (astonyoung68@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
aston young
22 ari dr apt g
Somerset, NJ 08873
astonyoung68@gmail.com

From: donna rumelhart (mail08854@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
donna rumelhart
16 tabb ave
Piscataway, NJ 08854
mail08854@aol.com

From: danielle moon (dannired74@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
danielle moon
977 stuyvesant ave
Irvington, NJ 07111
dannired74@gmail.com

From: kathy james (katjam1963@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
kathy james
301 blueberry ct
Marlton, NJ 08053
katjam1963@aol.com

From: janae carter (janaecarter10@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
janae carter
32 meadow street
East Orange, NJ 07017
janaecarter10@yahoo.com

From: gloria edwell (gloriaedwell39@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
gloria edwell
1 normal avenue dinallo heights
Montclair, NJ 07043
gloriaedwell39@gmail.com

From: dorothy mitchell (dotmitch65@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
dorothy mitchell
1323 argus rd.
Camden, NJ 08104
dotmitch65@gmail.com

From: marvin kelly (marvinkelly79@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
marvin kelly
181 sherwood
Paterson, NJ 07502
marvinkelly79@gmail.com

From: maria olmeda (ruby.red0720189@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
maria olmeda
962 monroe ave
Elizabeth, NJ 07201
ruby.red0720189@yahoo.com

From: gregory pilkington (gpilkin308@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
gregory pilkington
6122 upsal ave
Pennsauken, NJ 08110
gpilkin308@gmail.com

From: david evanouskas (devanous@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
david evanouskas
71 alpha ave
Old Bridge, NJ 08857
devanous@gmail.com

From: van eric layton (vlayton75@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
van eric layton
58 bayberry lane
Willingboro, NJ 08046
vlayton75@gmail.com

From: judy coddington (heyjudec56@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
judy coddington
11 eaton court
Jackson, NJ 08527
heyjudec56@aol.com

From: donna gess (gesswho48@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
donna gess
43 skyline drive
Sicklerville, NJ 08081
gesswho48@comcast.net

From: susan kildosher (sfahey64@aim.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
susan kildosher
11 fairfield rd
Toms River, NJ 08757
sfahey64@aim.com

From: gilan abrams (gilan1284@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
gilan abrams
228 glenwood avenue
East Orange, NJ 07017
gilan1284@gmail.com

From: martha buford (msmrbuford@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
martha buford
54 ellington street
East Orange, NJ 07017
msmrbuford@gmail.com

From: nora albarran (albarrann1965@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
nora albarran
555 hutchinson st
Trenton, NJ 08610
albarrann1965@gmail.com

From: sandi gunderson (sandig615@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
sandi gunderson
246 n farview ave
Paramus, NJ 07652
sandig615@aol.com

From: donna siegmeister (dmsiegme@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
donna siegmeister
406 queen anne rd
Cherry Hill, NJ 08003
dmsiegme@gmail.com

From: virginia mikolajczak (geenee307@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
virginia mikolajczak
421 glen ave
Laurel Springs, NJ 08021
geenee307@hotmail.com

From: susan maria (smarinzuli@msn.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
susan maria
137 schley street
Garfield, NJ 07026
smarinzuli@msn.com

From: christine spivey (spiveychristine280@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
christine spivey
538 w 7th st b6
Plainfield, NJ 07060
spiveychristine280@gmail.com

From: carolyn hinestroza (chgiles47@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
carolyn hinestroza
1 skyline drive
Lakewood, NJ 08701
chgiles47@yahoo.com

From: marleen vecchiarelli (marleen.vecchiarelli@waxcenter.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
marleen vecchiarelli
114 forrest ave
Fair Haven, NJ 07704
marleen.vecchiarelli@waxcenter.com

From: donna giordano (twinsgram@optonline.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
donna giordano
221 highland ave
River Vale, NJ 07675
twinsgram@optonline.net

From: anselmo cruz (anselmoc863@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
anselmo cruz
50watchungaveapt45
Belleville, NJ 07109
anselmoc863@gmail.com

From: pam yavorsky (plpam@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
pam yavorsky
117 vineyard cir
Woodbury, NJ 08096
plpam@yahoo.com

From: kim latini (kelatini@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
kim latini
105 north rd
Nutley, NJ 07110
kelatini@yahoo.com

From: amy kisby (amykisby@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
amy kisby
100 c leigh ave
Princeton, NJ 08542
amykisby@gmail.com

From: margaret cole (memachie2014@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
margaret cole
245 4th st
Dunellen, NJ 08812
memachie2014@gmail.com

From: gary chavan (garychavan@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
gary chavan
435 stage rd
Little Egg Harbor Twp, NJ 08087
garychavan@comcast.net

From: luisa rodriguez (luisa_fernanda7154@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
luisa rodriguez
100 swartswood rd
Newton, NJ 07860
luisa_fernanda7154@hotmail.com

From: john giordano (johngiordano1989@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
john giordano
37 lakeland drive
Brick, NJ 08723
johngiordano1989@gmail.com

From: migdalia rodriguez (migdaliarodriguez3313@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
migdalia rodriguez
502 summer ave apt 204
Newark, NJ 07104
migdaliarodriguez3313@gmail.com

From: patricia pipicz (triciapipicz@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
patricia pipicz
2 king st
Highlands, NJ 07732
triciapipicz@gmail.com

From: dominic ognissanti (brenda117118@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
dominic ognissanti
1501 madrone ave
Williamstown, NJ 08094
brenda117118@yahoo.com

From: ana silva (anasilva71349@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
ana silva
91 kossuth street
Newark, NJ 07105
anasilva71349@gmail.com

From: tami halloran (frogladyx@optonline.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
tami halloran
â ·Â¹ kings village
Budd Lake, NJ 07828
frogladyx@optonline.net

From: josephine matsko (f19294233@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
josephine matsko
423landing st #5f
Lumberton, NJ 08048
f19294233@gmail.com

From: maryann pomers (maremax169@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
maryann pomers
6121 grand ave
North Bergen, NJ 07047
maremax169@gmail.com

From: barry moore (lastchanceatlife55@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
barry moore
20 summit street
West Orange, NJ 07052
lastchanceatlife55@gmail.com

From: james johnson (jimbo10049@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
james johnson
300 oakwood ave. apt 3e
Orange, NJ 07050
jimbo10049@gmail.com

From: elizabeth bennett (elizabethmarybennett63@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
elizabeth bennett
18 church st
Beverly, NJ 08010
elizabethmarybennett63@gmail.com

From: jeana i loftin (grandmomirene@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
jeana i loftin
95 cedar lane apt. d14 apt. d14
Florence, NJ 08518
grandmomirene@yahoo.com

From: david probasco (david.j.probasco@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
david probasco
1509 cape may ave.
Mays Landing, NJ 08330
david.j.probasco@gmail.com

From: janelle miller (jnellemiller@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
janelle miller
1404 redwood ct
Williamstown, NJ 08094
jnellemiller@gmail.com

From: bambi melnick (bambi_melnick@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
bambi melnick
41 pearl drive
Howell, NJ 07731
bambi_melnick@yahoo.com

From: erik stewart (stewiestu90@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
erik stewart
1022 columbia ave
Newfield, NJ 08344
stewiestu90@gmail.com

From: cherryl salters (cherrylsalters1967@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
cherryl salters
96 rose terrance
Newark, NJ 07108
cherrylsalters1967@gmail.com

From: tyesha haggins (sharawlings311@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
tyesha haggins
160 w31 st
Bayonne, NJ 07002
sharawlings311@yahoo.com

From: francis evsngelina cruz (cis_gel77@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
francis evsngelina cruz
275 neptune avenue
Jersey City, NJ 07305
cis_gel77@yahoo.com

From: harriet morton (harrietmorton24@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
harriet morton
712 15th ave apt 704
Irvington, NJ 07111
harrietmorton24@gmail.com

From: gabriella contreras (mgcr.729@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
gabriella contreras
3906 birchwood ct
North Brunswick, NJ 08902
mgcr.729@gmail.com

From: james norwood sr (jamesnorwood2488@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
james norwood sr
2030 riverside drive
Trenton, NJ 08618
jamesnorwood2488@gmail.com

From: rae hoffman (rae.hoffman@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
rae hoffman
po box 771
Bernardsville, NJ 07924
rae.hoffman@gmail.com

From: vicenta ratke (jefferylena@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
vicenta ratke
32 mockingbird
Hackettstown, NJ 07840
jefferylena@gmail.com

From: margaret cardona (margaretcardona22@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
margaret cardona
321 loomis st
Elizabethport, NJ 07206
margaretcardona22@yahoo.com

From: ashley voshell (arvoshell@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
ashley voshell
5 mendham rd
Far Hills, NJ 07931
arvoshell@gmail.com

From: danny mazariegos (ailtslpiere4xpd@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
danny mazariegos
50 thompson ave
Dover, NJ 07801
ailtslpiere4xpd@hotmail.com

From: william miller (swayz.wrestling@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
william miller
bayowksi road
West Orange, NJ 07052
swayz.wrestling@gmail.com

From: anna daly (pinkypatches2012@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
anna daly
114 manor drive
Hackettstown, NJ 07840
pinkypatches2012@gmail.com

From: khansa doyle (doyle.khansa@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
khansa doyle
526 centennial avenue
Trenton, NJ 08629
doyle.khansa@yahoo.com

From: nelson rodriguez (nelsonrodriguez.nr1986@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
nelson rodriguez
309 north white horse pike apt 303
Somerdale, NJ 08083
nelsonrodriguez.nr1986@gmail.com

From: sandra weber (weebs821@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
sandra weber
161 pine needle st
Howell, NJ 07731
weebs821@gmail.com

From: jackie ondimu (missjz@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
jackie ondimu
1207 brittany drive
Wayne, NJ 07470
missjz@yahoo.com

From: jeffery rutledge (jeffrutledge2794@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
jeffery rutledge
15 seton hall drive
Newark, NJ 07103
jeffrutledge2794@gmail.com

From: peter mcenerney (petemac70@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
peter mcenerney
36a highland rd
Cedar Grove, NJ 07009
petemac70@aol.com

From: tammy simmons (tsimmons@medfordschools.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
tammy simmons
2476 atco ave
Atco, NJ 08004
tsimmons@medfordschools.net

From: frances bannon (fbannon@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
frances bannon
26 rutherford pl
North Arlington, NJ 07031
fbannon@gmail.com

From: jinweon seo (jinweon2025@daum.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
jinweon seo
129 s virginia ave
Atlantic City, NJ 08401
jinweon2025@daum.net

From: andrea savage (savageandrea307@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
andrea savage
147 hackensack st apt 7j
East Rutherford, NJ 07073
savageandrea307@gmail.com

From: mary morrissey (mary.morrissey@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
mary morrissey
7 lamont rd
Burlington, NJ 08016
mary.morrissey@gmail.com

From: hoby gatson (hobysr@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
hoby gatson
493 choctaw dr
Browns Mills, NJ 08015
hobysr@comcast.net

From: rochelle herman (rshdad@outlook.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
rochelle herman
709 washington gardens
Washington, NJ 07882
rshdad@outlook.com

From: ricky rader (albertjoseph121642@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
ricky rader
433 glen a ve.
Laurel Springs, NJ 08021
albertjoseph121642@gmail.com

From: patricia martin (pgmartin310@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
patricia martin
37 n quail hill blvd
Galloway, NJ 08205
pgmartin310@gmail.com

From: steve powell (stevepowell5998@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
steve powell
127 jelliff ave
Newark, NJ 07111
stevepowell5998@gmail.com

From: allan b rigg (582014ar@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
allan b rigg
58 sachem rd.
Lake Hopatcong, NJ 07849
582014ar@gmail.com

From: godofredo pampo (godofredo.pampo1049@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
godofredo pampo
196 pearsall ave
Jersey City, NJ 07305
godofredo.pampo1049@gmail.com

From: jocelyn hernandez (jhoy1011@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
jocelyn hernandez
238 grove street
East Rutherford, NJ 07073
jhoy1011@yahoo.com

From: maryrose molinaro (teachnoow33@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
maryrose molinaro
36 warren st 2b
Nutley, NJ 07110
teachnoow33@gmail.com

From: michelle derose (mderose64941@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
michelle derose
5 parkway dr
Cape May Court House, NJ 08210
mderose64941@gmail.com

From: arayancy cepeda (arayancy@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
arayancy cepeda
313 terrace ave
Jersey City, NJ 07307
arayancy@aol.com

From: donald jones (jonesdk831@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
donald jones
1420 s black horse pike
Williamstown, NJ 08094
jonesdk831@gmail.com

From: marquis suber (marquissubersuber@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
marquis suber
45/47cedar avenue
Newark, NJ 07106
marquissubersuber@gmail.com

From: hazel bates (askewkenny51@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
hazel bates
31 1/2 e hancock street apt 3
Riverside, NJ 08075
askewkenny51@gmail.com

From: carmen rodriguez (carmenbelen598@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
carmen rodriguez
511 greenwood ave
Trenton, NJ 08609
carmenbelen598@gmail.com

From: jean kinslow (robbiesgrams@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
jean kinslow
300 2nd ave
Bellmawr, NJ 08031
robbiesgrams@gmail.com

From: amit raha (amit.raha034@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
amit raha
222millburn avenue
Millburn, NJ 07041
amit.raha034@gmail.com

From: jeffrey cohen (jeff@intuitivetechs.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
jeffrey cohen
9 Waterford Dr
Montville, NJ 07045
jeff@intuitivetechs.com

From: linda henderson (hendersonlinda848@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
linda henderson
77 union street
Jersey City, NJ 07304
hendersonlinda848@gmail.com

From: craig cropper (ccropper24@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
craig cropper
12 shelly st
Sicklerville, NJ 08081
ccropper24@gmail.com

From: Alicr Horbal (ellenerick1997@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
Alicr Horbal
535-537 New Brunswick Ave apt 304
Fords, NJ 08863
ellenerick1997@gmail.com

From: Alfredo Colalillo (Freddy.colalillo@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
Alfredo Colalillo
627 Vosseller Ave
Bound Brook, NJ 08805
Freddy.colalillo@gmail.com

From: clenier guillaume (clenier79@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
clenier guillaume
229 william st apt
Orange, NJ 07050
clenier79@yahoo.com

From: james blackburn (jamesblackburn918@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
james blackburn
157 barclay street
Paterson, NJ 07501
jamesblackburn918@gmail.com

From: rose worrell (roseworrell1958@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
rose worrell
21 s.laclede place atlantic city
Atlantic City, NJ 08401
roseworrell1958@gmail.com

From: joseph holmes (mhjch820@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
joseph holmes
240 kossuth st
Riverside, NJ 08075
mhjch820@gmail.com

From: edward cook (brianschroedr1975@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
edward cook
4134 south broad street apt i-1
Trenton, NJ 08620
brianschroedr1975@gmail.com

From: edward mcconnell (thankstimes1939@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
edward mcconnell
12 casco ct. lakewood new jersey
Lakewood, NJ 08701
thankstimes1939@gmail.com

From: joi hagens (jwhagens52@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
joi hagens
79 Central Ave
Madison, NJ 07940
jwhagens52@gmail.com

From: tyrone reid (tyronereid354@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
tyrone reid
141 north tennessee avenue
Atlantic City, NJ 08401
tyronereid354@gmail.com

From: clyde jackson (jacksonautoclub442@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
clyde jackson
66 warren st apt g
Beverly, NJ 08010
jacksonautoclub442@gmail.com

From: alexander golshteyn (a_golshteyn@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
alexander golshteyn
528 westgate dr
Edison, NJ 08820
a_golshteyn@hotmail.com

From: venus epifanio (reyes_venus@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
venus epifanio
84 vroom st.flr2 jersey city, nj
Jersey City, NJ 07306
reyes_venus@yahoo.com

From: norris mcleod (rshydon@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
norris mcleod
23 smith st
Irvington, NJ 07111
rshydon@gmail.com

From: beth estomin (mbestomin6@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
beth estomin
88 north read ave
Runnemede, NJ 08078
mbestomin6@gmail.com

From: laurina ruzzo (laurinaspp@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
laurina ruzzo
223 n somerset ave
Ventnor City, NJ 08406
laurinaspp@yahoo.com

From: nancy kirkland (kirklandn9@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
nancy kirkland
98 high st.
Orange, NJ 07050
kirklandn9@gmail.com

From: carol eckenthal (carol.eckenthal@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
carol eckenthal
44 whalen court
West Orange, NJ 07052
carol.eckenthal@gmail.com

From: amber cipriano (ambcip@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
amber cipriano
227 hill rd
Westampton, NJ 08060
ambcip@comcast.net

From: izetta roberts (rizetta@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
izetta roberts
255 kingsberry drive
Somerset, NJ 08873
rizetta@yahoo.com

From: meghan parker (mg.parker611@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
meghan parker
5 ephriam rd
Millstone Township, NJ 08510
mg.parker611@gmail.com

From: william butler (wb247worker@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
william butler
2002 lake ave
Scotch Plains, NJ 07076
wb247worker@gmail.com

From: irene kidd (kiddirene51@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
irene kidd
309 decatur st.
Cape May, NJ 08204
kiddirene51@yahoo.com

From: shana johnson (shanajohnson268@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
shana johnson
268dayton street
Newark, NJ 07114
shanajohnson268@gmail.com

From: gerald sainsot (sainsot@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
gerald sainsot
16 hook rd
Millville, NJ 08332
sainsot@comcast.net

From: patricia schneider (psschneider@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
patricia schneider
5 columbia road
Livingston, NJ 07039
psschneider@comcast.net

From: diane allegra (dada12da@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
diane allegra
70 raphael rd
Totowa, NJ 07512
dada12da@gmail.com

From: xiomara gonzalez (ladyzhi143@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
xiomara gonzalez
492 avenue a
Bayonne, NJ 07002
ladyzhi143@yahoo.com

From: jennett harbison (jennettharbison-stan@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
jennett harbison
258 hollywood avenue
Monroeville, NJ 08343
jennettharbison-stan@comcast.net

From: jorge cruz (georgesmisc@workmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
jorge cruz
2001 grand ave
North Bergen, NJ 07047
georgesmisc@workmail.com

From: laure lee (laure9546@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
laure lee
20 stevens avenue
Jersey City, NJ 07305
laure9546@gmail.com

From: diana howe (diana.a.albanese@verizon.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
diana howe
108 ketch road
Manahawkin, NJ 08050
diana.a.albanese@verizon.net

From: laura buenano (laurabrito33@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
laura buenano
158 manning ave
North Plainfield, NJ 07060
laurabrito33@hotmail.com

From: mary redmon (mogee1954@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
mary redmon
20 clearview ter
Sussex, NJ 07461
mogee1954@gmail.com

From: sarah nicoletto (snicoletto@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
sarah nicoletto
209 kelly st
Williamstown, NJ 08094
snicoletto@aol.com

From: katherine varevice (varevice.kathy@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
katherine varevice
555 pelham rd
Cherry Hill, NJ 08034
varevice.kathy@gmail.com

From: maureen hauck (mhirishrose@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
maureen hauck
333 elmwood ave. j 229
Maplewood, NJ 07040
mhirishrose@gmail.com

From: brittany lawrence (sponyge@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
brittany lawrence
12 old stage coach road
Byram Township, NJ 07821
sponyge@yahoo.com

From: juan palacio (jpalacio78@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
juan palacio
29 s 35 st
Camden, NJ 08105
jpalacio78@gmail.com

From: eileen naughton (antween@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
eileen naughton
7 golden lane
Hazlet, NJ 07730
antween@comcast.net

From: tim hale (timhale124@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
tim hale
20 elm st
Newark, NJ 07102
timhale124@gmail.com

From: kimberley hodsdon (ksh4vt@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
kimberley hodsdon
2618 falcon ct
Mays Landing, NJ 08330
ksh4vt@gmail.com

From: kelly williams (kellywilliamsmir@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
kelly williams
102 benson ct
Camden, NJ 08103
kellywilliamsmir@gmail.com

From: nadine tarpley (tarpleynadine789@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
nadine tarpley
51 valentine road
Bridgeton, NJ 08302
tarpleynadine789@gmail.com

From: mary sansone (supermom04@optonline.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
mary sansone
18 marc drive
Matawan, NJ 07747
supermom04@optonline.net

From: gayle reed (gaylehreed@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
gayle reed
10 wilson st
Lambertville, NJ 08610
gaylehreed@gmail.com

From: argelia merino (argeliamerino511@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
argelia merino
563 w side ave
Perth Amboy, NJ 08861
argeliamerino511@gmail.com

From: carole watts (papier03@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
carole watts
30 oak street
Robbinsville, NJ 08691
papier03@aol.com

From: barbara mackey (barbmackey@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
barbara mackey
17 hartford road
Whiting, NJ 08759
barbmackey@yahoo.com

From: jacqueline martine (clmjrm@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
jacqueline martine
605 east sixth street
Florence, NJ 08518
clmjrm@aol.com

From: sharon smith (fru2hold@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
sharon smith
218 east pearl street
Burlington, NJ 08016
fru2hold@aol.com

From: barry kaplan (ballen77@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
barry kaplan
112 nj-17 n
Ramsey, NJ 07446
ballen77@gmail.com

From: lisa arthur (lisa.arthur2@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
lisa arthur
377 midland ave, apt 2q
Garfield, NJ 07026
lisa.arthur2@gmail.com

From: donna tashjian (dtash0523@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
donna tashjian
103 ridgewood ave
Villas, NJ 08251
dtash0523@gmail.com

From: harry elmore (harryelmore6@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
harry elmore
20 elm st
Newark, NJ 07102
harryelmore6@gmail.com

From: deborah wiggins (d.wiggins15@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
deborah wiggins
27 s mrtyle st
Vineland, NJ 08360
d.wiggins15@aol.com

From: victor langston (langstonvictor2@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
victor langston
510 e front st apt 4c
Plainfield, NJ 07060
langstonvictor2@gmail.com

From: william mason (williamrmason5@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
william mason
70g winthrop rd
Monroe Township, NJ 08831
williamrmason5@gmail.com

From: judy munker (munkerj@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
judy munker
65 lexington circle
Matawan, NJ 07747
munkerj@yahoo.com

From: mildred millner (mildredmillner18@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
mildred millner
37 hibiscus pl
Jackson, NJ 08527
mildredmillner18@gmail.com

From: jason buckingham (jasonbuckingham@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
jason buckingham
421 william st
Scotch Plains, NJ 07076
jasonbuckingham@gmail.com

From: cosimo trapani (ctrap@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
cosimo trapani
13 croft rd
Lake Hopatcong, NJ 07849
ctrap@hotmail.com

From: maria hermon (maria.hermon@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
maria hermon
659so15thstreet
Newark, NJ 07103
maria.hermon@yahoo.com

From: stanley wangrycht (swangrycht@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
stanley wangrycht
24 woodchuck dr
Barnegat, NJ 08005
swangrycht@gmail.com

From: cheryl stockhausen (ametslover@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
cheryl stockhausen
134 mckinley ave
Dumont, NJ 07628
ametslover@aol.com

From: elizabeth royers (lizroyers08@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
elizabeth royers
6208 high st
Pennsauken, NJ 08110
lizroyers08@gmail.com

From: lisa jordan (lisajordan19581958@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
lisa jordan
264 so 6th street
Newark, NJ 07103
lisajordan19581958@gmail.com

From: ruth faulkner (ruthiedreamer1@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
ruth faulkner
11 b edinburgh lane
Manchester, NJ 08759
ruthiedreamer1@gmail.com

From: larry miller (sdlex1@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
larry miller
46 hollow road
Glen Gardner, NJ 08826
sdlex1@yahoo.com

From: carolyn colon (cjb2873@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
carolyn colon
35 riverview cir
Little Falls, NJ 07424
cjb2873@aol.com

From: suzanne remeta (skremeta507@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
suzanne remeta
1168b thornbury lane
Manchester, NJ 08759
skremeta507@gmail.com

From: lynn kerr (lkerr91971@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
lynn kerr
4134 south broad street
Trenton, NJ 08620
lkerr91971@aol.com

From: dean wagner (deanwagner40@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
dean wagner
532 south pomona road.
Egg Harbor City, NJ 08215
deanwagner40@gmail.com

From: joan phillips (jphillips618@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
joan phillips
1 mayflower pl
Whiting, NJ 08759
jphillips618@aol.com

From: sarah papp (sarahjanepapp@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
sarah papp
76 viola ave
Clifton, NJ 07011
sarahjanepapp@gmail.com

From: otto cabrera (ottorolando63@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
otto cabrera
743 jersey ave
Elizabeth, NJ 07202
ottorolando63@gmail.com

From: margsret hand (mhand6856@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
margsret hand
26 huron ave
Clifton, NJ 07013
mhand6856@gmail.com

From: dale redmond (redmondr3@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
dale redmond
32 pine tree ln
Morris Plains, NJ 07950
redmondr3@aol.com

From: alan pace (alpace530@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
alan pace
thornall
Edison, NJ 08837
alpace530@gmail.com

From: marie marzano (mariemarzano26@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
marie marzano
39 riverdale ave
Belleville, NJ 07109
mariemarzano26@gmail.com

From: chay mccabe (trixiepop@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
chay mccabe
284 union valley half acre rd
Monroe Township, NJ 08831
trixiepop@gmail.com

From: calvin hall (gtmanish1@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
calvin hall
82madison ave
Irvington, NJ 07111
gtmanish1@gmail.com

From: david eckhaus (davidmichael44@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
david eckhaus
13 buchanan ave
Parlin, NJ 08859
davidmichael44@aol.com

From: diana rodriguez (heathayesha@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
diana rodriguez
60 cedar lane apt8d
Newark, NJ 07107
heathayesha@gmail.com

From: trudy caputo (trudycaputo@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
trudy caputo
208 lincoln avenue
Seaside Heights, NJ 08751
trudycaputo@gmail.com

From: malik lee (maliklee1@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
malik lee
103 westervelt pl
Teaneck, NJ 07666
maliklee1@gmail.com

From: spencer hite (tjhitchings33@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
spencer hite
8 burr court
Plainsboro, NJ 08536
tjhitchings33@gmail.com

From: edward shivers (egs.rufus@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
edward shivers
40 brubaker lane apt.101
Maple Shade, NJ 08052
egs.rufus@gmail.com

From: kofi boateng (boatengjahani@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
kofi boateng
1917 46th st
Pennsauken, NJ 08110
boatengjahani@gmail.com

From: milagros ramos (milyrm1511@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
milagros ramos
148 grant ave
East Newark, NJ 07029
milyrm1511@gmail.com

From: nat abrokwah (natabrok@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
nat abrokwah
2411 birchwood ct
North Brunswick, NJ 08902
natabrok@yahoo.com

From: amy white (aw102263@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
amy white
3129 washington rd
Parlin, NJ 08859
aw102263@aol.com

From: debbie ackley (ackmonsters@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
debbie ackley
92 w deerfield rd
Bridgeton, NJ 08302
ackmonsters@comcast.net

From: victoria wint (victoriawint@live.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
victoria wint
140 alexander st
Newark, NJ 07106
victoriawint@live.com

From: donald mclaurin (donaldmclauringreen@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
donald mclaurin
405 s clinton st 2
East Orange, NJ 07018
donaldmclauringreen@gmail.com

From: monica jackson (mjackson2025c@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
monica jackson
55 spruce street
Newark, NJ 07102
mjackson2025c@gmail.com

From: dyneeka mcpherson (dyneekamcpherson06@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
dyneeka mcpherson
645 south 13th street
Newark, NJ 07103
dyneekamcpherson06@gmail.com

From: donna principe (dprincipe68@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
donna principe
238 division st
Cliffside Park, NJ 07010
dprincipe68@yahoo.com

From: ravinder singh (rsingh655@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
ravinder singh
3404 green hollow dr.
Iselin, NJ 08830
rsingh655@yahoo.com

From: chahir antoine samman (tony_samman@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
chahir antoine samman
191 grandview ave
Caldwell, NJ 07006
tony_samman@yahoo.com

From: roy sailers (roysailers68@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
roy sailers
100 cardinal rd
Egg Harbor Township, NJ 08234
roysailers68@gmail.com

From: kathy taylor (kathykupkake@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
kathy taylor
2801 autumn crest dr.
Vineland, NJ 08361
kathykupkake@gmail.com

From: tricia vaughn (triciacasandra@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
tricia vaughn
375 north dr apt f3
North Plainfield, NJ 07060
triciacasandra@gmail.com

From: kathy conroy (kathy_conroy@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
kathy conroy
200 route 50
Ocean View, NJ 08230
kathy_conroy@comcast.net

From: michelle bogle (mmbogle1967@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
michelle bogle
17 little st
East Orange, NJ 07017
mmbogle1967@gmail.com

From: erin larangeira (aspelling58@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
erin larangeira
1046 whitecap avenue
Manahawkin, NJ 08050
aspelling58@gmail.com

From: harriet weber (weber.harriet@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
harriet weber
18 rionda ct
Alpine, NJ 07620
weber.harriet@gmail.com

From: margaret cook (marge_cook1@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
margaret cook
324 mt vernon ave
Laurel Springs, NJ 08021
marge_cook1@hotmail.com

From: jennifer davidson (jzdavidson1@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
jennifer davidson
288 watchung fork
Westfield, NJ 07090
jzdavidson1@gmail.com

From: ellen buckey (ejoanb@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
ellen buckey
2 richmond road
West Milford, NJ 07480
ejoanb@yahoo.com

From: irene daniels (irenedanielsej@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
irene daniels
73 james street
Newark, NJ 07102
irenedanielsej@gmail.com

From: charlotte williams (charchar5601@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
charlotte williams
423 haven avenue
Ocean City, NJ 08226
charchar5601@gmail.com

From: donna bland (discofever.diva@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
donna bland
765 downey avenue, brick township,
Brick, NJ 08723
discofever.diva@yahoo.com

From: buster sullivan (sullivanbusterl@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
buster sullivan
229 co op dr pobx93
Cedarville, NJ 08311
sullivanbusterl@gmail.com

From: farid habashy (faridhaba@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
farid habashy
119l la rue lane
East Brunswick, NJ 08816
faridhaba@yahoo.com

From: raheel khawaja (raheelkhawaja@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
raheel khawaja
15 grove street
Wharton, NJ 07885
raheelkhawaja@hotmail.com

From: andrew moss (andrewmoss353@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
andrew moss
425 sanford ave
Newark, NJ 07106
andrewmoss353@gmail.com

From: richard szkodny (szkodnyrc@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
richard szkodny
13 harrison ave
East Brunswick, NJ 08816
szkodnyrc@gmail.com

From: regina elo (sultan844@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
regina elo
52 country club drive
Monroe Township, NJ 08831
sultan844@aol.com

From: kathy tonuci (peachestony@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
kathy tonuci
29 clark drive
Barrington, NJ 08007
peachestony@aol.com

From: mitul patel (shivpatelll24@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
mitul patel
88 jersey ave
Edison, NJ 08820
shivpatelll24@gmail.com

From: margaret green (greenmargaret243@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
margaret green
425 woodbury - turnersville road
Blackwood, NJ 08012
greenmargaret243@gmail.com

From: dahlia nichols (dahliamorals@ymail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
dahlia nichols
1002 macopin rd
West Milford, NJ 07480
dahliamorals@ymail.com

From: matt savarese (msavarese21@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
matt savarese
20 crestfield rd
Boonton, NJ 07005
msavarese21@gmail.com

From: susan klein (kay693330@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
susan klein
143 beech terrace
Wayne, NJ 07470
kay693330@gmail.com

From: bobbyray zieger (bobbyrayzieger29@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
bobbyray zieger
2 hires ave
Salem, NJ 08079
bobbyrayzieger29@gmail.com

From: jean eber crosby (jeancrosby61@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
jean eber crosby
103 cumberland ave
Estell Manor, NJ 08319
jeancrosby61@icloud.com

From: edward artis (ezeddie397@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
edward artis
9 bonnie ln
Willingboro, NJ 08046
ezeddie397@gmail.com

From: purnell wharton (purwhar@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
purnell wharton
104 langford street apt 334
Asbury Park, NJ 07712
purwhar@gmail.com

From: dominic calderone (dominiccalderone78@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
dominic calderone
321blaine avenue
Seaside Heights, NJ 08751
dominiccalderone78@gmail.com

From: kathrine carpio (kathrinecarpio@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
kathrine carpio
321 south broad st. unit 204
Elizabeth, NJ 07202
kathrinecarpio@gmail.com

From: maria kochoa (dollykochoa@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
maria kochoa
1401 springdale rd
Cherry Hill, NJ 08003
dollykochoa@gmail.com

From: patricia roman (emelyth08@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
patricia roman
134 gordon st
Ridgefield Park, NJ 07660
emelyth08@yahoo.com

From: gerald zullo (geraldzullo9075@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
gerald zullo
216 n park dr
Woodbridge, NJ 07095
geraldzullo9075@gmail.com

From: ovid osborn (ovidosborn183@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
ovid osborn
40 eaton road
Pennsville, NJ 08070
ovidosborn183@gmail.com

From: iris roda (irisroda67@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
iris roda
469 amboy rd
Keyport, NJ 07735
irisroda67@gmail.com

From: joseph dalessandro (dalessandrojoseph2022@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
joseph dalessandro
633 grove street
Clifton, NJ 07013
dalessandrojoseph2022@gmail.com

From: kathie malon (kmalon@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
kathie malon
po box 268
Hope, NJ 07844
kmalon@yahoo.com

From: donna kuntz (donam58@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
donna kuntz
100 beaman boulevard,
Atlantic Highlands, NJ 07716
donam58@aol.com

From: ellen cohen (ilovemy88chevy@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
ellen cohen
1 roosevelt drive. unit 306
Edison, NJ 08837
ilovemy88chevy@yahoo.com

From: amy holcomb (amygriffith39@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
amy holcomb
275 green st
Beverly, NJ 08010
amygriffith39@icloud.com

From: john kurdes (kurdesjohn@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
john kurdes
15 central ave
Clementon, NJ 08021
kurdesjohn@gmail.com

From: jim kelly (jkelly@alstonco.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
jim kelly
44 center grove road
Randolph, NJ 07869
jkelly@alstonco.com

From: anthony deangelis (anji58@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
anthony deangelis
30lincoln street
Jersey City, NJ 07307
anji58@aol.com

From: eric vogt (evogt0701@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
eric vogt
40 mark twain drive
Trenton, NJ 08690
evogt0701@gmail.com

From: deborah carlisle (carlisledeborah9@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
deborah carlisle
8 drexel ave
Stratford, NJ 08084
carlisledeborah9@gmail.com

From: maribel rivera (marie4eber@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
maribel rivera
40 w barber ave
Woodbury, NJ 08096
marie4eber@hotmail.com

From: marika laing (laingmarika2@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
marika laing
55 wycoff rd apt 413
Eatontown, NJ 07724
laingmarika2@gmail.com

From: charles fox (cfl9sk@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
charles fox
995 n westminster dr
Southampton, NJ 08088
cfl9sk@gmail.com

From: crystal alford (alfordcrystal9@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
crystal alford
231 abblett village
Camden, NJ 08105
alfordcrystal9@gmail.com

From: patti mccauley (pattiroy111@verizon.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
patti mccauley
111 larch drive
Toms River, NJ 08753
pattiroy111@verizon.net

From: randy feldman (randyfeldman@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
randy feldman
2-07 36th st.
Fair Lawn, NJ 07410
randyfeldman@icloud.com

From: michael ievoli (delawarefreak@verizon.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
michael ievoli
17 undercliff terrace
West Orange, NJ 07052
delawarefreak@verizon.net

From: brittney stonis (buehler8489@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
brittney stonis
539 florence avenue
Pitman, NJ 08071
buehler8489@gmail.com

From: wendy kelly (wendyannkelly@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
wendy kelly
54 nottingham ct
Montvale, NJ 07645
wendyannkelly@yahoo.com

From: valarie martin (vmartin214@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
valarie martin
7446 cedar avenue
Pennsauken, NJ 08109
vmartin214@gmail.com

From: carolyn dionne (carolmkd@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
carolyn dionne
225 schooner rd
Manahawkin, NJ 08050
carolmkd@aol.com

From: sonya barnes (bsonya341@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
sonya barnes
66 lindsley place
East Orange, NJ 07018
bsonya341@gmail.com

From: manfred niedzwiadem (manfred.n@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
manfred niedzwiadem
219 laruel rd
Voorhees, NJ 08043
manfred.n@yahoo.com

From: patricia hall (quadirah0625@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
patricia hall
176 north 16th street
East Orange, NJ 07017
quadirah0625@gmail.com

From: vikki dangelo (vikkidiva@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
vikki dangelo
225 medford court
Manalapan, NJ 07726
vikkidiva@aol.com

From: daniel manson (mansondan@outlook.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
daniel manson
1272 park ave. apt. 1105
Plainfield, NJ 07060
mansondan@outlook.com

From: robert kelco sr (bobel.k@embarqmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
robert kelco sr
148 pleasant run rd
Flemington, NJ 08822
bobel.k@embarqmail.com

From: elmer kristina (kriselmer22@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
elmer kristina
3 kirkwood cir
Brigantine, NJ 08203
kriselmer22@gmail.com

From: kyle morris (kammorris777@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
kyle morris
13 1/2 van houten st ,
Paterson, NJ 07505
kammorris777@icloud.com

From: kimberly bradley (andre9k@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
kimberly bradley
444 n midland ave cloverdale park
Saddle Brook, NJ 07663
andre9k@aol.com

From: jyheem benjamin (bjyheem@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
jyheem benjamin
5 n sovereign ave
Atlantic City, NJ 08401
bjyheem@gmail.com

From: dorothy bauer (dbauer4077@att.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
dorothy bauer
628 lincoln ave
Pompton Lakes, NJ 07442
dbauer4077@att.net

From: nicole stafforddooley (nicolesd622@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
nicole stafforddooley
60 west end ave
Pompton Plains, NJ 07444
nicolesd622@gmail.com

From: karthick thiruvenkatam (nbkxggy@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
karthick thiruvenkatam
21 inverness ct
Monroe Township, NJ 08831
nbkxggy@gmail.com

From: virginia jackson (sunflower244@verizon.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
virginia jackson
149 n 1st street
Paterson, NJ 07522
sunflower244@verizon.net

From: jonathan sandidge (jonathan_sandidge@horizonblue.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
jonathan sandidge
216 park place
Orange, NJ 07050
jonathan_sandidge@horizonblue.com

From: sharon reidy (blushalicious@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
sharon reidy
355e 7thave
Roselle, NJ 07203
blushalicious@aol.com

From: michele merola (michelemarie379@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
michele merola
160 faitoute avenue
Kenilworth, NJ 07033
michelemarie379@gmail.com

From: molly tatlock (mtatlock@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
molly tatlock
59 hart ave.
Hopewell, NJ 08525
mtatlock@comcast.net

From: robert jones (rjoneshrblock@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
robert jones
178 kerrigan blvd
Newark, NJ 07106
rjoneshrblock@gmail.com

From: robert stroman (rwstroman@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
robert stroman
14 ember lane
Willingboro, NJ 08046
rwstroman@gmail.com

From: catherine shyne (shynecathy43@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

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Yours sincerely,
catherine shyne
880 kennedy blvd.
Bayonne, NJ 07002
shynecathy43@gmail.com

From: kevin sharper (sharperkevin6@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
kevin sharper
718 n.delaware st.
Paulsboro, NJ 08066
sharperkevin6@gmail.com

From: sandra martinez (sandra54607@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
sandra martinez
327 montgomery st
Jersey City, NJ 07302
sandra54607@gmail.com

From: renate sh (reneerebecca2020@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
renate sh
241 prospect ave
Park Ridge, NJ 07656
reneerebecca2020@gmail.com

From: maureen hobbs (mhobbs310@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
maureen hobbs
5211abitare blvd
Voorhees, NJ 08043
mhobbs310@aol.com

From: christopher kolody (hazmatenterprise@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
christopher kolody
21
Atco, NJ 08004
hazmatenterprise@yahoo.com

From: pamela ingram (pamelaingram586@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
pamela ingram
2 w alphine st
Newark, NJ 07108
pamelaingram586@gmail.com

From: robert palmay (robjean@verizon.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
robert palmay
36 old tappan road
Old Tappan, NJ 07675
robjean@verizon.net

From: john baily (jhbaily@verizon.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
john baily
90 nantucket trl
Medford, NJ 08055
jhbaily@verizon.net

From: luis santos (luissantos0672@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
luis santos
16 vliet farm rd bethlehem nj 08802
Asbury, NJ 08802
luissantos0672@yahoo.com

From: sharon tillis (sharon91243@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
sharon tillis
44 glenview dr
West Orange, NJ 07052
sharon91243@aol.com

From: amir cartwright (manoircaledonia@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
amir cartwright
85 paterson st #1
Jersey City, NJ 07307
manoircaledonia@hotmail.com

From: james bulvanoski (jbulvanoski@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
james bulvanoski
5 prairie dunes ct
Skillman, NJ 08558
jbulvanoski@comcast.net

From: samuel echevarria (sam8172000@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
samuel echevarria
32 taylor av
Carteret, NJ 07008
sam8172000@gmail.com

From: paul tacconelli (pmft1026@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
paul tacconelli
6306quinn ave
Mays Landing, NJ 08330
pmft1026@comcast.net

From: michael delucrezia (michaeldelucrezia22@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
michael delucrezia
31 lincoln street
East Hanover, NJ 07936
michaeldelucrezia22@gmail.com

From: julio brito (jbritocb206@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
julio brito
17 dietrich st
Little Ferry, NJ 07643
jbritocb206@gmail.com

From: joyce cucinotta (joycecucinotta2@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
joyce cucinotta
444 engleside avenue,
Beach Haven, NJ 08008
joycecucinotta2@gmail.com

From: rosa riddick (rosariddick5@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
rosa riddick
55 sunset rd apt 114
Willingboro, NJ 08046
rosariddick5@gmail.com

From: carl miller (los197250@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
carl miller
516 bergen street newark nj
Newark, NJ 07108
los197250@gmail.com

From: jeffrey matchett (jeffreymatchett21@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
jeffrey matchett
655 absecon blvd
Atlantic City, NJ 08401
jeffreymatchett21@gmail.com

From: shimeese posey (poseyshimeese61@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
shimeese posey
149 riverside court
Newark, NJ 07104
poseyshimeese61@gmail.com

From: ricky galloway (gallowayrick449@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
ricky galloway
115 old short hills rd
West Orange, NJ 07052
gallowayrick449@gmail.com

From: charles higman (samanthabarrett121@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
charles higman
215 headley ave
West Creek, NJ 08092
samanthabarrett121@gmail.com

From: elaine steele (rai1moss@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
elaine steele
88 patty bowker road
Tabernacle, NJ 08088
rai1moss@yahoo.com

From: carol kirsimagi (carolkirsimagi@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
carol kirsimagi
202 second avenue
Bradley Beach, NJ 07720
carolkirsimagi@gmail.com

From: edward may (edmay678@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
edward may
705 stagecoach road
Marmora, NJ 08223
edmay678@gmail.com

From: linda gerleit (lgerleit@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
linda gerleit
2 orchard lane
Lebanon, NJ 08833
lgerleit@aol.com

From: christina mildenberg (tina10250@msn.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
christina mildenberg
2 oakdale drive
Middletown, NJ 07748
tina10250@msn.com

From: sandi powell (sandipowell021@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
sandi powell
248 harding hwy
Newfield, NJ 08344
sandipowell021@gmail.com

From: jose a sanchez valdez (bear1421@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
jose a sanchez valdez
1134 s merrimac road
Camden, NJ 08104
bear1421@gmail.com

From: tomeka devine (tomeka568@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
tomeka devine
140 e. federal st.
Burlington, NJ 08016
tomeka568@gmail.com

From: kathy demario (katdemario@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
kathy demario
500 broad st
Keyport, NJ 07735
katdemario@gmail.com

From: elizabeth english (ee0349@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
elizabeth english
1104 robin terrace
Millville, NJ 08332
ee0349@aol.com

From: henry land (hengland063@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
henry land
1266 thurman street
Camden, NJ 08104
hengland063@gmail.com

From: jimmy quinones (jimmyq1964@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
jimmy quinones
917 clinton street
Hoboken, NJ 07030
jimmyq1964@gmail.com

From: carrie costello (carriecostello11@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
carrie costello
153 w cedar ave
Oaklyn, NJ 08107
carriecostello11@gmail.com

From: clarence stackhouse (clarencestack123@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
clarence stackhouse
739 s second ave
Galloway, NJ 08205
clarencestack123@gmail.com

From: keith shapiro (keithshapiro974@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
keith shapiro
30 regent st apt
Jersey City, NJ 07302
keithshapiro974@gmail.com

From: joan zsiray (jmzsiray@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
joan zsiray
7 mountain rd
Rockaway, NJ 07866
jmzsiray@yahoo.com

From: garth huggins (hugginsgarth29@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
garth huggins
46 south arlington ave
East Orange, NJ 07017
hugginsgarth29@gmail.com

From: robert crotchfelt (justbirds22@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
robert crotchfelt
35schoolhouse rd creamridge new jer
Cream Ridge, NJ 08514
justbirds22@icloud.com

From: samuel thompson (thompson35@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
samuel thompson
5 lincroft ave
Old Bridge, NJ 08857
thompson35@aol.com

From: barbara mcnair (bjmcnair44@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
barbara mcnair
408 falcon drive
Absecon, NJ 08201
bjmcnair44@icloud.com

From: kevin harrell (kevinharrell20@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
kevin harrell
36 shrewsbury dr 007
Long Branch, NJ 07740
kevinharrell20@yahoo.com

From: lysette morgan (gaintsfan80@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
lysette morgan
145 park avenue
East Rutherford, NJ 07073
gaintsfan80@yahoo.com

From: samuel moore (samuel.moore@atlantichealth.org)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
samuel moore
1292 glenn ave
Union, NJ 07083
samuel.moore@atlantichealth.org

From: lary bucksar (marybucksar1@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
lary bucksar
9 old church rd
Phillipsburg, NJ 08865
marybucksar1@gmail.com

From: radames rios c (rradames@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
radames rios c
238 lt glenn zamorski dr
Elizabethport, NJ 07206
rradames@icloud.com

From: dolores caruso (murty842@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
dolores caruso
1 cora st
Neptune, NJ 07753
murty842@yahoo.com

From: bruce foor (b7660051@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
bruce foor
2401 w main
Millville, NJ 08332
b7660051@gmail.com

From: gigi smarra (smarragigi@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
gigi smarra
341b so black horse pike
Bellmawr, NJ 08031
smarragigi@gmail.com

From: rebecca rizzo (rizzorebecca292@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
rebecca rizzo
944 n main st
Glassboro, NJ 08028
rizzorebecca292@gmail.com

From: marilyn campbell (mcamp840916@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
marilyn campbell
6 upperbrook court
Parlin, NJ 08859
mcamp840916@aol.com

From: james scafide iii (jimscafide3@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
james scafide iii
535 tanyard rd.
Woodbury, NJ 08096
jimscafide3@gmail.com

From: maire sheehan (sheehanmaire38@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
maire sheehan
499 pine brook road
Lincoln Park, NJ 07035
sheehanmaire38@gmail.com

From: gary branam (gbranam542@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
gary branam
62 hampton ct.
Hillsborough, NJ 08844
gbranam542@aol.com

From: ryan marks (rmarkz21@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
ryan marks
65 Oak St
Keansburg, NJ 07734
rmarkz21@gmail.com

From: clarice barnes (barnesclarice2@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
clarice barnes
630 west state street apt 613
Trenton, NJ 08618
barnesclarice2@gmail.com

From: frances oconnor (lexiweb@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
frances oconnor
908 knollwood drive
Middletown, NJ 07748
lexiweb@yahoo.com

From: eddie thomas (eddiethomas018@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
eddie thomas
257 leighton ave
Red Bank, NJ 07701
eddiethomas018@gmail.com

From: audra brewington (audrabrewington@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
audra brewington
94union street 913 9fl
Jersey City, NJ 07304
audrabrewington@gmail.com

From: gypsee grey (extraextrafares1@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
gypsee grey
27 s florida ave
Atlantic City, NJ 08401
extraextrafares1@yahoo.com

From: eugene johnson (lokithorfrigga@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
eugene johnson
22 clark st apt a lodi n.j. 07644 a
Lodi, NJ 07644
lokithorfrigga@hotmail.com

From: dawn armstrong coleman (dawninred64@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
dawn armstrong coleman
107 mapes ave
Newark, NJ 07102
dawninred64@aol.com

From: elaine jacoby (elainejacoby69@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
elaine jacoby
1114 state route 28
Somerville, NJ 08876
elainejacoby69@gmail.com

From: roseann goddard (rosey22759@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
roseann goddard
121 center ave.
Keansburg, NJ 07734
rosey22759@aol.com

From: merida fernandez (meridaf1843@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
merida fernandez
29 bentley court
Bedminster, NJ 07921
meridaf1843@gmail.com

From: judith okeefe (judithok2014@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
judith okeefe
63 village grn
Budd Lake, NJ 07828
judithok2014@gmail.com

From: florida rodrigo (floridarodrigo07@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
florida rodrigo
213 aberdeen rd williamstown, nj
Williamstown, NJ 08094
floridarodrigo07@yahoo.com

From: timothy chambers (tpchambers13@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
timothy chambers
2257 massachusetts ave
Toms River, NJ 08755
tpchambers13@gmail.com

From: annette kovitz (annette.kovitz@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
annette kovitz
12 brandy place
Monroe Township, NJ 08831
annette.kovitz@gmail.com

From: Barbara Burd (burd495@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Barbara Burd
495 west hill road
Glen Gardner, NJ 08826
burd495@comcast.net

From: karla gomez (karla.haydee@outlook.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
karla gomez
113 south st 2 fl
Milltown, NJ 08850
karla.haydee@outlook.com

From: rosalyn leary (rosalynleary76@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
rosalyn leary
836 cooper landing rd
Cherry Hill, NJ 08002
rosalynleary76@gmail.com

From: Lillian stevens (lhstevens19@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
Lillian stevens
253 south 7th street 2nd floor
Newark, NJ 07103
lhstevens19@gmail.com

From: john baily (jhbaily@verizon.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
john baily
90 nantucket trl
Medford, NJ 08055
jhbaily@verizon.net

From: patricia thompson (pattiann3240@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
patricia thompson
316b clements bridge rd
Runnemede, NJ 08078
pattiann3240@gmail.com

From: shan bazilio (shanbazilio@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
shan bazilio
6203 hampton ct randolph new jersey
Randolph, NJ 07869
shanbazilio@gmail.com

From: joshua mcfarland (joshuamcfarland428@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
joshua mcfarland
223 east pine street
Millville, NJ 08332
joshuamcfarland428@gmail.com

From: robert whitty (robertwhitty0@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
robert whitty
25 5th ave
Haskell, NJ 07420
robertwhitty0@gmail.com

From: fabio duarte (fabiocolombia9@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
fabio duarte
220 fred allen dr
South Plainfield, NJ 07080
fabiocolombia9@gmail.com

From: bruce cunningham (bdc4268@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
bruce cunningham
213 wayne drive
Cinnaminson, NJ 08077
bdc4268@aol.com

From: clarice ferguson (claricefergusson1956@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
clarice ferguson
105 blackwood-clementon rd apar703
Lindenwold, NJ 08021
claricefergusson1956@gmail.com

From: diane hill (ayeshadavis526@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
diane hill
199 seaview ave
Jersey City, NJ 07305
ayeshadavis526@icloud.com

From: joan haefle (jhaefle@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
joan haefle
13 harwood la
Clementon, NJ 08021
jhaefle@yahoo.com

From: shamone williams (shamonewilliams3739@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
shamone williams
563 argyle avenue
Orange, NJ 07050
shamonewilliams3739@gmail.com

From: olga candelaria candelaria (olgacandelaria934@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
olga candelaria candelaria
401 s evergreen ave
Woodbury, NJ 08096
olgacandelaria934@gmail.com

From: maisha smith (maismith27@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
maisha smith
529 linden place
Orange, NJ 07050
maismith27@gmail.com

From: elaine jacoby (elainejacoby69@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
elaine jacoby
1114 state route 28
Somerville, NJ 08876
elainejacoby69@gmail.com

From: peg murphy (crash82878@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
peg murphy
510 east revere ct
Galloway, NJ 08205
crash82878@yahoo.com

From: mona pryor (monapryor7@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
mona pryor
7562 park ave unit c
Pennsauken, NJ 08109
monapryor7@gmail.com

From: barnabas davis (barnabasdavis.bd@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
barnabas davis
402 rory rd
Toms River, NJ 08755
barnabasdavis.bd@gmail.com

From: jane smith (msjane328@verizon.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
jane smith
15 jensen street. sr.
East Brunswick, NJ 08816
msjane328@verizon.com

From: aaron rotnofsky (alnewjersey@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
aaron rotnofsky
528 rosecliff ct nj
Somerset, NJ 08873
alnewjersey@gmail.com

From: jose toledo (jmt05081957@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
jose toledo
505e evesham rd
Magnolia, NJ 08049
jmt05081957@gmail.com

From: wendy brokenbough (wmichelleb64@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
wendy brokenbough
428 west 2nd street
Plainfield, NJ 07060
wmichelleb64@gmail.com

From: paul singer (paulsinger087@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
paul singer
309 parisen ave
Bayville, NJ 08721
paulsinger087@gmail.com

From: sharon judge (nanajudge102@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
sharon judge
1103 peachtree village
Hackettstown, NJ 07840
nanajudge102@gmail.com

From: linda hannah (hannahlinda962@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
linda hannah
100 riverside dr
Millville, NJ 08332
hannahlinda962@gmail.com

From: jacqueline nixon (jacquelinenixon41@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
jacqueline nixon
225 virginia ave apt 1407
Atlantic City, NJ 08401
jacquelinenixon41@gmail.com

From: jean hunt (jhunt2059@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
jean hunt
325 dor chester avenue
Cranford, NJ 07016
jhunt2059@comcast.net

From: selwyn zacharie (selwynzacharie@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
selwyn zacharie
117 william street
Englewood, NJ 07631
selwynzacharie@gmail.com

From: spencer robinson (spencerrobinson053@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
spencer robinson
43 briar hill drive
Chesilhurst, NJ 08089
spencerrobinson053@gmail.com

From: barbara rudine (bjrudine@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
barbara rudine
1401 springdale rd
Cherry Hill, NJ 08003
bjrudine@aol.com

From: maxceen byard (maxceen7@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
maxceen byard
11 wisnev st
Clifton, NJ 07011
maxceen7@gmail.com

From: sandra ardire (sandra.ardire@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
sandra ardire
2304 hartford dr
Glendora, NJ 08029
sandra.ardire@gmail.com

From: nereida gonzalez (nereidagonzalez54@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
nereida gonzalez
151 dolbow ave
Penns Grove, NJ 08069
nereidagonzalez54@gmail.com

From: clarence redhead (clarenceredhead1928@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
clarence redhead
117 truman dr
Edison, NJ 08817
clarenceredhead1928@gmail.com

From: gayle ackerman (gacker2@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
gayle ackerman
216 e oakbourne ave
Galloway, NJ 08205
gacker2@comcast.net

From: joseph cassidy (josephcassidy997@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
joseph cassidy
97 rutgers rd
Pennsville, NJ 08070
josephcassidy997@gmail.com

From: mary keelin (Mary.keelin@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
mary keelin
8 Homer Rd
South Amboy, NJ 08879
Mary.keelin@gmail.com

From: Norus Achmetov (achmetov.norus@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
Norus Achmetov
367 US RTE 46 West MT LAKES NJ
Parsippany, NJ 07054
achmetov.norus@gmail.com

From: ronald shepard (ronaldshepard88@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
ronald shepard
166 lincoln st
Montclair, NJ 07042
ronaldshepard88@gmail.com

From: josephine fiorenza (joharleysmom@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
josephine fiorenza
23 wyndale ave
Maple Shade, NJ 08052
joharleysmom@comcast.net

From: joan schwartz (jschwartz41@verizon.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
joan schwartz
161 riveredge dr
Chatham, NJ 07928
jschwartz41@verizon.net

From: sonte anderson (sonteanderson@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
sonte anderson
205 west adams avenue
Pleasantville, NJ 08232
sonteanderson@yahoo.com

From: ronald la sasso (ronlasasso1950@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
ronald la sasso
1 madison ave
Norwood, NJ 07648
ronlasasso1950@gmail.com

From: gayle fallon (gayle2415@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
gayle fallon
9324 sunset drive
Stone Harbor, NJ 08247
gayle2415@gmail.com

From: ronee groff (roneeyon@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
ronee groff
207 lander rd
Egg Harbor Township, NJ 08234
roneeyon@gmail.com

From: abdullah ali (abdullahali11449@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
abdullah ali
1449 Edwin Pl
Plainfield, NJ 07062
abdullahali11449@gmail.com

From: camile pecora (camillepecora@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
camile pecora
501 2nd ave
Bradley Beach, NJ 07720
camillepecora@yahoo.com

From: deborah baldwin (deborahbaldwin1959@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
deborah baldwin
300 oakwood ave
Orange, NJ 07050
deborahbaldwin1959@gmail.com

From: kartara ram (kramsahota@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
kartara ram
166carlton ave jersey city nj.
Jersey City, NJ 07306
kramsahota@gmail.com

From: Elizabeth Clemente (elizabeth.a.clemente@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
Elizabeth Clemente
15 Milford Pl
Skillman, NJ 08558
elizabeth.a.clemente@gmail.com

From: urie ridgeway (urieridgeway734@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
urie ridgeway
452 hartford rd. mt. laurel nj 0805
Mount Laurel, NJ 08054
urieridgeway734@gmail.com

From: donna jacobs (jacobsdonna679@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
donna jacobs
200 georgia king village, 9g
Newark, NJ 07104
jacobsdonna679@gmail.com

From: esbaran barrett (barrettc3146@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
esbaran barrett
88 21st street
Irvington, NJ 07111
barrettc3146@gmail.com

From: frances derosa (franderosa@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
frances derosa
30 ardsleigh pl
Monroe Township, NJ 08831
franderosa@icloud.com

From: susan apgar (susielizzie@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
susan apgar
97 featherbed lane
Flemington, NJ 08822
susielizzie@gmail.com

From: eleanor agasar (eagasar@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
eleanor agasar
5 white pond court, galloway, nj
Galloway, NJ 08205
eagasar@gmail.com

From: quintella hollins (qhollins@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
quintella hollins
135 walnut st
Roselle Park, NJ 07204
qhollins@aol.com

From: linda rivera (lindarivera1232@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
linda rivera
416 manchester rd
Flemington, NJ 08822
lindarivera1232@gmail.com

From: jacqueline griggs (jgriggs1950@outlook.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
jacqueline griggs
205 w arctic ave
Minotola, NJ 08341
jgriggs1950@outlook.com

From: ellen moskowitz (ellenmoskowitz4@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
ellen moskowitz
1932 cologne ave
Mays Landing, NJ 08330
ellenmoskowitz4@gmail.com

From: matthew okwor (iykeokwor@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
matthew okwor
27 peachtree lane
Burlington, NJ 08016
iykeokwor@yahoo.com

From: felipe nolasco (fn2670005@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
felipe nolasco
jefferson st
Camden, NJ 08104
fn2670005@gmail.com

From: marilyn beck (marilyn52450@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
marilyn beck
120pop moylan blvd
Woodbury, NJ 08096
marilyn52450@gmail.com

From: jack kuiken (jkuiken63@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
jack kuiken
170 lafayette ave
Hawthorne, NJ 07506
jkuiken63@gmail.com

From: ruth winter (rwin1128@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
ruth winter
1621 route 9
Ocean View, NJ 08230
rwin1128@aol.com

From: alison rosato (rosatoalison@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
alison rosato
26s.pennsyvania ave
Atlantic City, NJ 08401
rosatoalison@gmail.com

From: barbara kist (kistbarb1@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
barbara kist
26 warren st
Bergenfield, NJ 07621
kistbarb1@aol.com

From: terry thompson (sgttom@me.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
terry thompson
40 kingston dr
Jackson, NJ 08527
sgttom@me.com

From: alice pfister (bunnyknits5@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
alice pfister
81 taunton rd
Medford, NJ 08055
bunnyknits5@gmail.com

From: mcneil byers (jerrycarolyn15@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
mcneil byers
1171 e walnut rd
Vineland, NJ 08360
jerrycarolyn15@gmail.com

From: martha gilliard (gilliard828@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
martha gilliard
1031 magellan ave
Atlantic City, NJ 08401
gilliard828@gmail.com

From: zella rubin (zellarubin01@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
zella rubin
10 prospect drive
Somerville, NJ 08876
zellarubin01@gmail.com

From: jody lonati (jolee.0805@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
jody lonati
154 farnham ave
Garfield, NJ 07026
jolee.0805@yahoo.com

From: michael barlow (michaelbarlow1968@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
michael barlow
2050 county rd 542 #2
Tuckerton, NJ 08087
michaelbarlow1968@gmail.com

From: erwin tersol (tersolerw@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
erwin tersol
68 briar mills dr
Brick, NJ 08724
tersolerw@gmail.com

From: john mccann (thebear714@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
john mccann
124 harding ave
Mount Ephraim, NJ 08059
thebear714@comcast.net

From: sandra scott (sgs08379@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
sandra scott
101 murray dr
Old Bridge, NJ 08857
sgs08379@gmail.com

From: sarah sosis (artistmom511@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
sarah sosis
13 cardinal lane
Howell, NJ 07731
artistmom511@gmail.com

From: mindy gansley (gansleym@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
mindy gansley
3 patania ct.
Lincoln Park, NJ 07035
gansleym@aol.com

From: lisa jeziorski (lisajeziorski@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
lisa jeziorski
14 lucas lane
Millstone Township, NJ 08510
lisajeziorski@yahoo.com

From: stone stone (stones0450@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
stone stone
16 georgetown dr
Toms River, NJ 08757
stones0450@gmail.com

From: mindee burger (3burgerchix@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
mindee burger
1 roosevelt terrace
Howell, NJ 07731
3burgerchix@gmail.com

From: jacquel lozada (jmanderson1976@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
jacquel lozada
265 cohansey street
Bridgeton, NJ 08302
jmanderson1976@yahoo.com

From: confesor rodriguez (rodriguezconfesor@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
confesor rodriguez
982 mcbride avenue
Woodland Park, NJ 07424
rodriguezconfesor@gmail.com

From: earl geer (ergeer24@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
earl geer
77 circle dr
Manchester, NJ 08759
ergeer24@gmail.com

From: robert romot (rromot47@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
robert romot
98 carriage court
Allendale, NJ 07401
rromot47@gmail.com

From: melanie zayas (melaniezayas1994@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
melanie zayas
15 village green apt r
Budd Lake, NJ 07828
melaniezayas1994@gmail.com

From: robert little (robertlittle22266@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
robert little
2030 riverside dr
Trenton, NJ 08618
robertlittle22266@gmail.com

From: maria acevedo (maribonilla538@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
maria acevedo
29 indigo rd
Hackettstown, NJ 07840
maribonilla538@yahoo.com

From: marie flore augustin (augustinmarieflorekensy@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
marie flore augustin
262 chadwick ave
Newark, NJ 07108
augustinmarieflorekensy@gmail.com

From: robert palmay (robjean@verizon.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
robert palmay
36 old tappan road
Old Tappan, NJ 07675
robjean@verizon.net

From: allen regan (ablack4evr@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
allen regan
325 jefferson ave
Woodbine, NJ 08270
ablack4evr@gmail.com

From: temitope kazah (topelove74@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
temitope kazah
176shepard avenue, 3
East Orange, NJ 07112
topelove74@gmail.com

From: amanda tranchita (cheritranchita1024@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
amanda tranchita
472 us highway 130
East Windsor, NJ 08520
cheritranchita1024@gmail.com

From: sharon smith (grannyxsmith56@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
sharon smith
24 kerhart ave. apt 5
Berlin, NJ 08009
grannyxsmith56@gmail.com

From: swapnika budhi (saiswapnika4@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
swapnika budhi
1109 ravens crest
Plainsboro, NJ 08536
saiswapnika4@gmail.com

From: mike deluccia (madeluccia@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
mike deluccia
194 dorado ave
Sewell, NJ 08080
madeluccia@comcast.net

From: eugenia wrona (eugeniabasia@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
eugenia wrona
37 pavonia ave
Kearny, NJ 07032
eugeniabasia@gmail.com

From: mih pat (mihirpatel27954@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
mih pat
806 plaza dr
Woodbridge, NJ 07095
mihirpatel27954@gmail.com

From: ev moore (donveez74@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
ev moore
45 linden st.
Hackensack, NJ 07601
donveez74@gmail.com

From: lucien paul (lucienpaul0819@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
lucien paul
84 carnegie av
East Orange, NJ 07018
lucienpaul0819@gmail.com

From: rob robinsin (robsbodyartlgrr.rr@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
rob robinsin
1315 heck ave
Neptune, NJ 07753
robsbodyartlgrr.rr@gmail.com

From: yvonne adams (any30222@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
yvonne adams
302 monmouth avenue
Neptune, NJ 07753
any30222@aol.com

From: mary raftery (donmar8@optonline.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
mary raftery
8 hemlock hill road
Jackson, NJ 08527
donmar8@optonline.net

From: dorothy alston (dorothyalston216@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
dorothy alston
114west stimpson avenue
Linden, NJ 07036
dorothyalston216@gmail.com

From: elizabeth horton (twee1151@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
elizabeth horton
900 northwood avenue
Cherry Hill, NJ 08002
twee1151@gmail.com

From: clifton mcsween (cmcsween303@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
clifton mcsween
303 cranbury circle
East Brunswick, NJ 08816
cmcsween303@comcast.net

From: raja hussain (rh3144@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
raja hussain
34 stillwell rd
Kendall Park, NJ 08824
rh3144@gmail.com

From: james mccrary (jadajada609@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
james mccrary
16 dunham st
Trenton, NJ 08618
jadajada609@gmail.com

From: dorothy venables (dotven42@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
dorothy venables
2550 gladwyn ave
Pennsauken, NJ 08109
dotven42@gmail.com

From: crystal hunt (christmas3565@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
crystal hunt
628 raritan st
Camden, NJ 08105
christmas3565@gmail.com

From: carol jeppson (caj1335@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
carol jeppson
110 blau rd
Hackettstown, NJ 07840
caj1335@aol.com

From: monica t (mmoni0052@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
monica t
82 roosevelt dr
Wood Ridge, NJ 07075
mmoni0052@gmail.com

From: odette feltman (royodette@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
odette feltman
362 rolling rock rd
Mountainside, NJ 07092
royodette@aol.com

From: rose straccialini (straccialinirose8@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
rose straccialini
47 skyline drive
Sicklerville, NJ 08081
straccialinirose8@gmail.com

From: james nesbitt (jnesbitt13460@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
james nesbitt
88 lawrence ave
Keansburg, NJ 07734
jnesbitt13460@hotmail.com

From: joanne farina (joannefarina370@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
joanne farina
187 paterson ave
Midland Park, NJ 07432
joannefarina370@gmail.com

From: marisol dunlap (marisol_dunlap@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
marisol dunlap
303 oak st
Williamstown, NJ 08094
marisol_dunlap@yahoo.com

From: john cantey (john_cantey5@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
john cantey
2804 tall pines
Pine Hill, NJ 08021
john_cantey5@yahoo.com

From: william seals (billyearl47@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
william seals
19 moccasin dr
Whiting, NJ 08759
billyearl47@gmail.com

From: anthony abdy (tonyabode@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
anthony abdy
126 randall ave
Point Pleasant Beach, NJ 08742
tonyabode@gmail.com

From: deborah hales (cmdh94@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
deborah hales
94 sandhurst dr
Mount Laurel, NJ 08054
cmdh94@comcast.net

From: maria pena herrera (dannyp1375@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
maria pena herrera
681-687 schuyler ave
Kearny, NJ 07032
dannyp1375@hotmail.com

From: wanda jones (wandarjones64@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
wanda jones
18 chairi lane
Bridgeton, NJ 08302
wandarjones64@gmail.com

From: marjorie hofmann (mrhofm448@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
marjorie hofmann
426 breakers lnn.
Somerset, NJ 08873
mrhofm448@gmail.com

From: gladys perez (joyceperez66@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
gladys perez
1081 rudyard dr
Perth Amboy, NJ 08861
joyceperez66@gmail.com

From: michelle deannuntis (deannuntis1981@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
michelle deannuntis
423 beardsley ave
Bloomfield, NJ 07003
deannuntis1981@yahoo.com

From: sheri bond (malikah6@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
sheri bond
407 ardmore ave
Trenton, NJ 08629
malikah6@yahoo.com

From: matthew zaborney (shamboozle61288@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
matthew zaborney
35 west main st
Neptune, NJ 07719
shamboozle61288@gmail.com

From: terry potter (terryspotter@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
terry potter
172 spruce alley
Phillipsburg, NJ 08865
terryspotter@yahoo.com

From: roxanne house (roxannehouse73@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
roxanne house
106 walsh ave
Rio Grande, NJ 08242
roxannehouse73@yahoo.com

From: helen pastrof (grandma.p@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
helen pastrof
8b cardinal st
Manchester, NJ 08759
grandma.p@yahoo.com

From: archie i blunt (archieblunt@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
archie i blunt
1003 white horses pike apt b4.
Egg Harbor City, NJ 08215
archieblunt@icloud.com

From: patty ashton (patriciaashton26@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
patty ashton
111 lakebridge dr
Woodbury, NJ 08096
patriciaashton26@gmail.com

From: donna linser limser (linserdonna8@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
donna linser limser
425 wdby turnersville
Blackwood, NJ 08012
linserdonna8@gmail.com

From: judith jackson (judith_a_jackson@msn.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
judith jackson
125 prospect avenue
Hackensack, NJ 07601
judith_a_jackson@msn.com

From: geoffrey coats (geoffreycoats497@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
geoffrey coats
61 hercules rd
Kenvil, NJ 07847
geoffreycoats497@gmail.com

From: carolina maluto (carolina_maluto@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
carolina maluto
300e palisades boulevard
Palisades Park, NJ 07650
carolina_maluto@yahoo.com

From: dawn fletcher (dawny8967@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Don't Let N.J.A.C. 12:11 Derail NJ's Workforce

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

Yours sincerely,
dawn fletcher
515 hamilton ave
Trenton, NJ 08609
dawny8967@gmail.com

From: edwardo nieves (ed.nieves68@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
edwardo nieves
312 grove st newark nj 07103
Newark, NJ 07103
ed.nieves68@gmail.com

From: eloina rios (rioseloina@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
eloina rios
33 main st
Keyport, NJ 07735
rioseloina@yahoo.com

From: christopher monahan (cmonahan1734@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Preserve Job Flexibility in NJ & Oppose N.J.A.C. 12:11

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

Yours sincerely,
christopher monahan
143 prospect ave
North Arlington, NJ 07031
cmonahan1734@gmail.com

From: wesley gettis (wesleygettis23@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
wesley gettis
147 west jersey street apt 110
Elizabeth, NJ 07202
wesleygettis23@gmail.com

From: emanuele degennaro (tileman522@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
emanuele degennaro
41 vineyard ct
Monroe Township, NJ 08831
tileman522@hotmail.com

From: joyce lamb (jerseygypsy01@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
joyce lamb
81 pocahontas trail
Medford, NJ 08055
jerseygypsy01@yahoo.com

From: glenn jenkins (glenndkj@msn.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
glenn jenkins
34 gates avenue
Montclair, NJ 07042
glenndkj@msn.com

From: patrick mcgee (patrickmcgee7221977@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose Harmful N.J.A.C. 12:11

I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

Yours sincerely,
patrick mcgee
2 patton lane
Sicklerville, NJ 08081
patrickmcgee7221977@gmail.com

From: jason doyle (camilasoruco_roca@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
jason doyle
8a, route 22 east drive
Springfield, NJ 07090
camilasoruco_roca@hotmail.com

From: julia purvis (purvisjulia48@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
julia purvis
560 marshall
Hoboken, NJ 07030
purvisjulia48@gmail.com

From: andrew gagliardi (agag1091@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

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Yours sincerely,
andrew gagliardi
510 ocean ave.
Bradley Beach, NJ 07720
agag1091@aol.com

From: jesse pitts (jesse7pitt@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

Yours sincerely,
jesse pitts
715 garden street
Elizabeth, NJ 07202
jesse7pitt@gmail.com

From: cesar almanzar (cesar.almanzar@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
cesar almanzar
1 haven terrace
Parlin, NJ 08859
cesar.almanzar@aol.com

From: linda burroughs (lindaburroughs908@outlook.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Keep NJ Independent Workers Free & Say No to N.J.A.C. 12:11

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

Yours sincerely,
linda burroughs
57 towpath apartments
Hackettstown, NJ 07840
lindaburroughs908@outlook.com

From: denise storms (dstorms273@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
denise storms
764 wyckoff ave
Mahwah, NJ 07430
dstorms273@gmail.com

From: pavan attuluri (pavankumar.a9@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
pavan attuluri
3807 hunters glen dr
Plainsboro, NJ 08536
pavankumar.a9@gmail.com

From: andrew tranoris (andrewtranoris@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
andrew tranoris
332 lockheed rd
Brick, NJ 08723
andrewtranoris@aol.com

From: rose virgil (rosecvirgil@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Protect Workers' Rights: Oppose N.J.A.C. 12:11

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

Yours sincerely,
rose virgil
12 northridge drive
Florham Park, NJ 07932
rosecvirgil@gmail.com

From: ikes shillingford (bellshill166@verizon.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

Yours sincerely,
ikes shillingford
166 n walnut st
East Orange, NJ 07017
bellshill166@verizon.net

From: diana franchino (ladydi1976@verizon.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

Yours sincerely,
diana franchino
72 hazelwood road
Bloomfield, NJ 07003
ladydi1976@verizon.net

From: shirley battle (henriettamathis01@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

Yours sincerely,
shirley battle
809 pearl street
Elizabeth, NJ 07202
henriettamathis01@gmail.com

From: brenen nelson sr (nelson.jural.bn@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11!

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Yours sincerely,
brenen nelson sr
2715 boardwalk
Atlantic City, NJ 08401
nelson.jural.bn@gmail.com

From: marion baker (chiconoiram220@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
marion baker
4 burns ct
Brick, NJ 08724
chiconoiram220@gmail.com

From: edeltraud pfannerer (pfannereredeltraud@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Oppose N.J.A.C. 12:11

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

Yours sincerely,
edeltraud pfannerer
205 w buchanan ave
Egg Harbor City, NJ 08215
pfannereredeltraud@gmail.com

From: wendy stone (wendystone294@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
wendy stone
429 fairmount ave
Jersey City, NJ 07306
wendystone294@gmail.com

From: linda merrilees (lin0249@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
linda merrilees
71 hendricks dr.
Morris Plains, NJ 07950
lin0249@aol.com

From: johnny swain (mr.jswain@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
johnny swain
552 buchanan st
Hillside, NJ 07205
mr.jswain@yahoo.com

From: eileen ervin (eileenrose42@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
eileen ervin
69 spring garden st
Riverside, NJ 08075
eileenrose42@gmail.com

From: ann gaglione (a131317arg@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
ann gaglione
200 grant ave
Somerdale, NJ 08083
a131317arg@yahoo.com

From: connie roberts (chjr28@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
connie roberts
28 ensign ave
Barnegat, NJ 08005
chjr28@gmail.com

From: ronald duzenski (kickerduz@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
ronald duzenski
6 mallard ct
Clementon, NJ 08021
kickerduz@yahoo.com

From: linda lester (lindalester7729@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
linda lester
239 s 6th ave,
Highland Park, NJ 08904
lindalester7729@gmail.com

From: raymond clark (clark.raymondclark@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
raymond clark
1501 little gloucester rd
Blackwood, NJ 08012
clark.raymondclark@gmail.com

From: anthony carbone (casscarbone@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
anthony carbone
92. orient ave
Jersey City, NJ 07305
casscarbone@gmail.com

From: janice johnston (jmjohnston122@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
janice johnston
1228 dunn ct
Belle Mead, NJ 08502
jmjohnston122@gmail.com

From: anna bednarz (annabednarz2013@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
anna bednarz
2 c hale lane
Whiting, NJ 08759
annabednarz2013@gmail.com

From: bennie allen (arkbarsharif@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
bennie allen
17 grace st
Irvington, NJ 07111
arkbarsharif@gmail.com

From: daniel cifoni (dancifoni@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
daniel cifoni
173 hans mill rd.
Woodbine, NJ 08270
dancifoni@gmail.com

From: sharon bailey (sharonbailey272@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
sharon bailey
1320 state route 57
Port Murray, NJ 07865
sharonbailey272@gmail.com

From: bob greenberg (robertsgreenberg@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
bob greenberg
1428 e walnut rd
Vineland, NJ 08361
robertsgreenberg@aol.com

From: janet vargas (varjane80@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
janet vargas
235 william st
Trenton, NJ 08610
varjane80@gmail.com

From: dianne volpe (dianne.volpe1@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
dianne volpe
133 wyndmere rd
Marlton, NJ 08053
dianne.volpe1@gmail.com

From: kathryn callori (kcallori@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
kathryn callori
149 s main st
Hackensack, NJ 07601
kcallori@aol.com

From: denise moore (denise.moore12@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
denise moore
72 brownstone way
Englewood, NJ 07631
denise.moore12@yahoo.com

From: sharon foster (sharonmfoster58@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
sharon foster
68 tiffany lane
Willingboro, NJ 08046
sharonmfoster58@yahoo.com

From: jim baillie (jwbaillie@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
jim baillie
221 pond rd
Freehold, NJ 07728
jwbaillie@yahoo.com

From: jessica ferry (ferryjessica01@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
jessica ferry
45 east 3rd street
Bayonne, NJ 07002
ferryjessica01@gmail.com

From: rose marie martin (jwmrmm@msn.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
rose marie martin
33 so. whittier street
Carteret, NJ 07008
jwmrmm@msn.com

From: joyce stasse (njioke@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
joyce stasse
17 steinhardt ave
Old Bridge, NJ 08857
njioke@aol.com

From: rosalind martino (rozs3kids@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
rosalind martino
24 aynsley court
Montville, NJ 07045
rozs3kids@aol.com

From: maria kowalska (mariajkowalska@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
maria kowalska
2804 spruce st. union
Union, NJ 07083
mariajkowalska@gmail.com

From: josefina martinez (finimartinez61@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
josefina martinez
276 verona ave
Newark, NJ 07104
finimartinez61@gmail.com

From: sergio e aponte (eldeaponte.sa@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
sergio e aponte
278 bright street
Jersey City, NJ 07302
eldeaponte.sa@gmail.com

From: ruby galindo (vutargahlin@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
ruby galindo
po box 35
Burlington, NJ 08016
vutargahlin@hotmail.com

From: cynthia weyant (1952cindaroo@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
cynthia weyant
13 locust court
Brick, NJ 08723
1952cindaroo@comcast.net

From: marge simpson (msmarge1098@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
marge simpson
198 stanley avnue
Moorestown, NJ 08057
msmarge1098@gmail.com

From: shanae mcmillan (shanaemcmillan@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
shanae mcmillan
3001 lighthouse lane
Parlin, NJ 08859
shanaemcmillan@aol.com

From: joseph bullaro (number1inc2007@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
joseph bullaro
66 linden ave.
Trenton, NJ 08610
number1inc2007@yahoo.com

From: allan recarte (allanrecarte41@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
allan recarte
260 maple hill dr.
Hackensack, NJ 07601
allanrecarte41@gmail.com

From: howard mason (greenmark2022@outlook.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
howard mason
1 port royal dr
Vernon, NJ 07462
greenmark2022@outlook.com

From: dayse garces (day19842001@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
dayse garces
65 steiner avenue
Neptune, NJ 07753
day19842001@gmail.com

From: lionel maldonado (lionelmaldonado1989@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
lionel maldonado
143 east state st apt 511
Trenton, NJ 08608
lionelmaldonado1989@gmail.com

From: ken calfee (vetsbrat2@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
ken calfee
12 carhart st
Blairstown, NJ 07825
vetsbrat2@yahoo.com

From: mary palumbo (sunshine9256@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
mary palumbo
222 pleasant valley ave
Moorestown, NJ 08057
sunshine9256@aol.com

From: ibad ul haque siddiqi (ibadulhaqueahmedsiddiqi@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
ibad ul haque siddiqi
551 windsor commons
Cranbury, NJ 08512
ibadulhaqueahmedsiddiqi@yahoo.com

From: harry patel (hp.clinton@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
harry patel
49 gregory lane
Franklin Park, NJ 08823
hp.clinton@gmail.com

From: robert reinke (maral47@optonline.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
robert reinke
170 leonard ave
Trenton, NJ 08610
maral47@optonline.net

From: joyce ferry (joycesferry@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
joyce ferry
12 indian plantation st
Flemington, NJ 08822
joycesferry@hotmail.com

From: david becker (beckerdavej@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
david becker
48 glenn dr
Brick, NJ 08723
beckerdavej@gmail.com

From: jeanne barnes (jbarnesbdean@aol.com)

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Yours sincerely,
jeanne barnes
505 washington gardens
Washington, NJ 07882
jbarnesbdean@aol.com

From: june b schmidt (jcschmidt1234@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
june b schmidt
635 montana drive
Toms River, NJ 08753
jcschmidt1234@aol.com

From: dianara ruiz (dianararuiz81@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
dianara ruiz
1720
Camden, NJ 08104
dianararuiz81@gmail.com

From: kathy negri (kaynegri@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
kathy negri
81 garden rd
Pompton Lakes, NJ 07442
kaynegri@icloud.com

From: marlene wooldridge (wooldridgemarlene58@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
marlene wooldridge
65 buckley hill dr
Phillipsburg, NJ 08865
wooldridgemarlene58@gmail.com

From: joseph ruberto (rubertoj@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
joseph ruberto
1969 ridge hill drive
Toms River, NJ 08755
rubertoj@aol.com

From: theresa loehnert (terryloehnert@centurylink.net)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
theresa loehnert
3039 daniel bray hwy
Frenchtown, NJ 08825
terryloehnert@centurylink.net

From: barbara e johnson (bej071540@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
barbara e johnson
24 langley pl
New Brunswick, NJ 08901
bej071540@gmail.com

From: gale pankowski (srgale1006@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
gale pankowski
350 bernardsville road
Mendham, NJ 07945
srgale1006@aol.com

From: timothy poley (lfd5300@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
timothy poley
114 w poplar ave
Linwood, NJ 08221
lfd5300@gmail.com

From: david shephard (dshephard355@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
david shephard
355 seymour avenue
Newark, NJ 07112
dshephard355@gmail.com

From: vivek rana (chefvivekrana@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
vivek rana
1715 us 46
Parsippany, NJ 07054
chefvivekrana@gmail.com

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To: David Fish (David.Fish@dol.nj.gov)

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naim mcjunkin
9 ryle ave
Paterson, NJ 07522
naimmcjunkin@live.com

From: william deats (billydeats@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
william deats
108 arrowhead ct
Phillipsburg, NJ 08865
billydeats@gmail.com

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Yours sincerely,
william burgess
112 bloomfield st. apt 1
Hoboken, NJ 07030
william.m.burgess@gmail.com

From: kaitlynn rossi (kaitlynnrossi13@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
kaitlynn rossi
1760 cherokee ln
Vineland, NJ 08361
kaitlynnrossi13@gmail.com

From: robert sanango (enrique45san@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
robert sanango
6109 hudson ave. # 2
West New York, NJ 07093
enrique45san@hotmail.com

From: princess williams (princesstiecha@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
princess williams
152 west 7th avenue
Roselle, NJ 07203
princesstiecha@gmail.com

From: nickon harris (nickonharris84@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
nickon harris
33 woodland ave
Little Ferry, NJ 07643
nickonharris84@gmail.com

From: tammy wilson (tammyphillipswilson@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
tammy wilson
168 central ave
Elmer, NJ 08318
tammyphillipswilson@gmail.com

From: deborah harpersmith (sohonomore@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
deborah harpersmith
102 birch lane
Bloomsbury, NJ 08804
sohonomore@aol.com

From: allison graham (agraham2576@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
allison graham
3721 royce court
Hillsborough, NJ 08844
agraham2576@yahoo.com

From: kristen booth (krisbooth04@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
kristen booth
474 heckman st
Phillipsburg, NJ 08865
krisbooth04@gmail.com

From: lynda cosby (lyndacosby75@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
lynda cosby
910 homer ave
Pleasantville, NJ 08232
lyndacosby75@gmail.com

From: jayne dellondellon (jdellon@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
jayne dellondellon
95 amelia av
Livingston, NJ 07039
jdellon@aol.com

From: carol issler (cissler1@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
carol issler
20 sylvan ave
Metuchen, NJ 08840
cissler1@aol.com

From: janice gibson (gibsonjanice45.jg@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
janice gibson
282 paulison ave
Passaic, NJ 07055
gibsonjanice45.jg@gmail.com

From: jaquay jenkins (quayaged21@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
jaquay jenkins
1032 prospect street
Ewing, NJ 08638
quayaged21@gmail.com

From: janice fareri (jann547@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
janice fareri
218 sandringham rd
Cherry Hill, NJ 08003
jann547@aol.com

From: jibola basorun (basorunj@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
jibola basorun
1510 center street
Hillside, NJ 07205
basorunj@yahoo.com

From: christian hatzakorzian (chatzakorzian@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
christian hatzakorzian
144 glengarry lane
Hainesport, NJ 08036
chatzakorzian@gmail.com

From: michael sachs (mcs3591@verizon.net)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
michael sachs
7 robert rd
Hazlet, NJ 07730
mcs3591@verizon.net

From: williams trania (traniawilliams731@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
williams trania
115 gregory ave.
Passaic, NJ 07055
traniawilliams731@gmail.com

From: cailin smith (cailin.d.smith@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
cailin smith
45 wallace ln
Woodland Park, NJ 07424
cailin.d.smith@gmail.com

From: tanya bellinger (tbellinger1013@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
tanya bellinger
321 sixth ave
Asbury Park, NJ 07712
tbellinger1013@gmail.com

From: cristina rubio (rubylabella00@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
cristina rubio
16n 14th street
Hawthorne, NJ 07506
rubylabella00@gmail.com

From: quasim mccrary (quasimmccrary2@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
quasim mccrary
36 berkeley st
Maplewood, NJ 07040
quasimmccrary2@gmail.com

From: edith picano (edithpicano@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
edith picano
68 broad st
Emerson, NJ 07630
edithpicano@yahoo.com

From: marcelle hunte (marcelle.hunte@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
marcelle hunte
25 lisa ct apt 2
Newark, NJ 07112
marcelle.hunte@yahoo.com

From: jillian buonocore (jillianbuonocore@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
jillian buonocore
15 tillou rd. w
South Orange, NJ 07079
jillianbuonocore@icloud.com

From: kelly barikian (kbarikian@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
kelly barikian
11 bucknell ave
Stratford, NJ 08084
kbarikian@yahoo.com

From: ena ruiz (ruizena68@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
ena ruiz
45 oka ave irvinton
Irvington, NJ 07111
ruizena68@gmail.com

From: shawna lilly (shawnalilly42@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
shawna lilly
106 robin dr
Paulsboro, NJ 08066
shawnalilly42@gmail.com

From: carol dailey (villanovadaile@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
carol dailey
37 smith rd
Denville, NJ 07834
villanovadaile@yahoo.com

From: alan sternberg (alansternberg@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
alan sternberg
20c yorkshire ct
Manchester, NJ 08759
alansternberg@icloud.com

From: kimberly allen (lppallek@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
kimberly allen
107 hughes ave 2nd floor
Trenton, NJ 08619
lppallek@gmail.com

From: andrew fanelli (andrew.fanelli@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
andrew fanelli
11 harmer terrace
Wayne, NJ 07470
andrew.fanelli@gmail.com

From: johana barrantes (johacris73@outlook.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
johana barrantes
99s 21s99 s 21st ave
Manville, NJ 08835
johacris73@outlook.com

From: linda m christy (linitucats@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
linda m christy
163 rodman dr
Manahawkin, NJ 08050
linitucats@yahoo.com

From: monica cordoba (kleserman@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
monica cordoba
7810 fifth ave
North Bergen, NJ 07047
kleserman@aol.com

From: joanne leone (shoprite07111961@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
joanne leone
58 rutgers ln
Parsippany, NJ 07054
shoprite07111961@gmail.com

From: shaun parimoo (shaunparimoo@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
shaun parimoo
34 angus ln
Warren, NJ 07059
shaunparimoo@gmail.com

From: vincenzo dilauro (vindilouro2025@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
vincenzo dilauro
323 livingston ave
Lyndhurst, NJ 07071
vindilouro2025@icloud.com

From: dominick viti (vitidominick064@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
dominick viti
605 west st. camden nj 08103
Camden, NJ 08103
vitidominick064@gmail.com

From: peter altimari (altimaripete@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
peter altimari
1036 hainesport rd
Mount Laurel, NJ 08054
altimaripete@gmail.com

From: russell pullen (rpullen1030@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
russell pullen
26 dayton rd
Jamesburg, NJ 08831
rpullen1030@gmail.com

From: vanessa bailey (holymiss55@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
vanessa bailey
220 moldoff road
Glassboro, NJ 08028
holymiss55@gmail.com

From: marie ruggiero (piazon2052@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
marie ruggiero
9 chestnut willow
East Windsor, NJ 08512
piazon2052@yahoo.com

From: carol calantoni (calantonicarol@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
carol calantoni
132 s main st apt a
Milltown, NJ 08850
calantonicarol@gmail.com

From: jeffrey johnson (jj392766jj@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
jeffrey johnson
259 avenue e
Bayonne, NJ 07002
jj392766jj@gmail.com

From: cyril mason (masoncyril72@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
cyril mason
2justice samuel alito jr way
Trenton, NJ 08619
masoncyril72@gmail.com

From: lydia bonilla (indiabonilla44@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
lydia bonilla
425 ocean ave
Jersey City, NJ 07305
indiabonilla44@yahoo.com

From: tanya adeshile (tanya52@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
tanya adeshile
201 w evesham road
Runnemede, NJ 08078
tanya52@comcast.net

From: jewel harrison (jewell1121jh@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
jewel harrison
89 goldsmith avenue
Newark, NJ 07112
jewell1121jh@gmail.com

From: viola pressley (violatrenton@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
viola pressley
1206 whitehorse hamilton square rd
Trenton, NJ 08690
violatrenton@aol.com

From: billy eells (stella2431@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
billy eells
213 spruce ave
Bellmawr, NJ 08031
stella2431@aol.com

From: sandra cupe (cupesandra49@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
sandra cupe
2110 mayslanding rd
Millville, NJ 08332
cupesandra49@gmail.com

From: kamrul chowdhury (crehana56@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
kamrul chowdhury
2803 merrywood dr
Edison, NJ 08817
crehana56@gmail.com

From: luz pitre (lucy2110@verizon.net)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
luz pitre
927 n. 4th street
Camden, NJ 08102
lucy2110@verizon.net

From: rasheita brown (brownrasheita1@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
rasheita brown
1125 nottingham way
Trenton, NJ 08609
brownrasheita1@gmail.com

From: suzanne fish (fishysue_20@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
suzanne fish
14 franklin street
Swedesboro, NJ 08085
fishysue_20@hotmail.com

From: adele gilhooly (bellmg1943@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
adele gilhooly
26 encampment drive
Bedminster, NJ 07921
bellmg1943@yahoo.com

From: patrick oconnor (patrickoconnor1976@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
patrick oconnor
305 palisade avenue apt 214
Cliffside Park, NJ 07010
patrickoconnor1976@gmail.com

From: verna hazell (verna.hazell49@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
verna hazell
1255 rahway ave.
Avenel, NJ 07001
verna.hazell49@gmail.com

From: jose santana (jose.santana0813@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
jose santana
2516 ridge ave
Egg Harbor Township, NJ 08234
jose.santana0813@gmail.com

From: alene odonnell (lookwhoshere1952@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
alene odonnell
6000 applewood dr kershaw commons
Freehold, NJ 07728
lookwhoshere1952@yahoo.com

From: blanca vazquez (b90725554@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
blanca vazquez
104 mount vernon
Vineland, NJ 08360
b90725554@gmail.com

From: arthur mangano (artmangano1@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
arthur mangano
19 grand banks circle
Marlton, NJ 08053
artmangano1@gmail.com

From: robert williams (robertdwill69@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
robert williams
780 springdale ave. apt. 8 e
East Orange, NJ 07017
robertdwill69@gmail.com

From: maria danyo (mdanyo17@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
maria danyo
11 encampment dr
Bedminster, NJ 07921
mdanyo17@yahoo.com

From: elvera derosa (pegderosa@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
elvera derosa
32 hope corson rd
Ocean View, NJ 08230
pegderosa@gmail.com

From: clara morgan (clara768500@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
clara morgan
157 clinton pl apt 1b
Hackensack, NJ 07601
clara768500@gmail.com

From: eric ouedraogo (ricksonbf@ymail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
eric ouedraogo
301 s orange ave
Newark, NJ 07103
ricksonbf@ymail.com

From: diane sanders (washaou@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
diane sanders
160 ashland ave
Bloomfield, NJ 07003
washaou@aol.com

From: valerie covington (vlrcovington@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
valerie covington
323glenwood avenue
East Orange, NJ 07017
vlrcovington@gmail.com

From: june strelecki (junway@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
june strelecki
10b monticello dr whiting nj
Whiting, NJ 08759
junway@comcast.net

From: terrance bailey (nowuceme21@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
terrance bailey
465 greenwood ave apt 105
Trenton, NJ 08609
nowuceme21@gmail.com

From: alba velez (albapets63@gmail.com)

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Yours sincerely,
alba velez
147 broadway
Elizabethport, NJ 07206
albapets63@gmail.com

From: leary lynwood (learylynwood14@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
leary lynwood
143 jerome st
Roselle Park, NJ 07204
learylynwood14@gmail.com

From: teisha hackett (teishahackett@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
teisha hackett
103 washington road
Sayreville, NJ 08872
teishahackett@gmail.com

From: j serrano (jsjoedad@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
j serrano
51 briarwood drive
Tuckerton, NJ 08087
jsjoedad@gmail.com

From: gikmar franca (fftour@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
gikmar franca
1075 lorraine ave
Union, NJ 07083
fftour@aol.com

From: george cary (detroitdhr@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
george cary
27 outwater ln 1st floor, garfield,
Garfield, NJ 07026
detroitdhr@gmail.com

From: dave faust (davej0612@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
dave faust
954 tunesbrook dr
Toms River, NJ 08753
davej0612@aol.com

From: bill farrell (yogurtsniffer@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
bill farrell
14 beach drive
Montague, NJ 07827
yogurtsniffer@yahoo.com

From: eva evans (eladonn04@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
eva evans
311 keer avenue
Newark, NJ 07112
eladonn04@gmail.com

From: yvette collazo (ursalayc@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
yvette collazo
14 w. young street
Somerville, NJ 08876
ursalayc@hotmail.com

From: michael sollecito (christie092009@live.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
michael sollecito
220 dodd street
Weehawken, NJ 07086
christie092009@live.com

From: kohn scarola (homey824@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
kohn scarola
14 norma ct
Marlboro, NJ 07746
homey824@aol.com

From: laura lanza (lmjlanza@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
laura lanza
49linden st
Lodi, NJ 07644
lmjlanza@aol.com

From: don treich (treichjon35@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
don treich
78 sherman avensouth
Berkeley Heights, NJ 07922
treichjon35@gmail.com

From: michael stratz (stratzmj@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
michael stratz
705 w maple
Wildwood, NJ 08260
stratzmj@aol.com

From: carol notte (carolnotte@optonline.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
carol notte
2534collier road
Manasquan, NJ 08736
carolnotte@optonline.net

From: eva middleton (eva.middleton1946@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
eva middleton
128 west 4th ave
Wildwood, NJ 08260
eva.middleton1946@gmail.com

From: kathleen lelli (frosteetoes@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
kathleen lelli
11 hill lane
Cream Ridge, NJ 08514
frosteetoes@gmail.com

From: genesis cortez (gcortez.0517@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
genesis cortez
302 willow point drive
Jackson, NJ 08527
gcortez.0517@gmail.com

From: lorraine piccoli (nunookpiccoli@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
lorraine piccoli
4006 route 9 south apt 201
Rio Grande, NJ 08242
nunookpiccoli@gmail.com

From: roberto francisco (robertofrncsc@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
roberto francisco
65 kendall drive
Parlin, NJ 08859
robertofrncsc@yahoo.com

From: jose laguer (laguerjose5@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
jose laguer
807 princeton ave camden
Camden, NJ 08103
laguerjose5@gmail.com

From: coreen illiano (reenie3969@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
coreen illiano
640 casino dr
Howell, NJ 07731
reenie3969@gmail.com

From: michael snyder (mikesnyder587680@outlook.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
michael snyder
545 n high street rm5
Millville, NJ 08332
mikesnyder587680@outlook.com

From: farah delpilar (farahunion@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
farah delpilar
68 rustic way
Freehold, NJ 07728
farahunion@gmail.com

From: rose santiago (rosesantiago1948@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
rose santiago
31 33 park ave
West Orange, NJ 07052
rosesantiago1948@gmail.com

From: dottie chappius (dottchap17@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
dottie chappius
424 oakview hgts
Bridgeton, NJ 08302
dottchap17@comcast.net

From: sherri farwell (sfarwell41@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
sherri farwell
19 kimberly ct
Red Bank, NJ 07701
sfarwell41@gmail.com

From: elvira tomich (elviet1942@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
elvira tomich
429 plainfield ave.
Berkeley Heights, NJ 07922
elviet1942@aol.com

From: joseph sawyer (millstonejoe@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
joseph sawyer
1937 arena drive
Trenton, NJ 08610
millstonejoe@yahoo.com

From: rosemary turner (rturner1706@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
rosemary turner
1719 williamsburg pl
Clementon, NJ 08021
rturner1706@gmail.com

From: wayne ramos (enyaw277@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
wayne ramos
808 downey ave
Brick, NJ 08723
enyaw277@gmail.com

From: cecily bradley (cecbradley61@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
cecily bradley
853 sanford avenue
Newark, NJ 07106
cecbradley61@gmail.com

From: carlos herrera (cartoheme@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
carlos herrera
337 marshall st. 1 piso
Elizabethport, NJ 07206
cartoheme@gmail.com

From: jacob mor (designmorforless@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
jacob mor
27 grandview drive
Wayne, NJ 07470
designmorforless@gmail.com

From: augusta wellington (augustalynn@msn.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
augusta wellington
7 old smith rd
Tenafly, NJ 07670
augustalynn@msn.com

From: carmela foss (cescagirl316@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
carmela foss
101a wert ave
Trenton, NJ 08610
cescagirl316@aol.com

From: edward goodman (abdullahrahdi@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
edward goodman
1550 ormond ave
Camden, NJ 08103
abdullahrahdi@gmail.com

From: anthony mcglothen (mcglothen.a1972@gmail.com)

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Yours sincerely,
anthony mcglothen
31 mckinley ave
Trenton, NJ 08609
mcglothen.a1972@gmail.com

From: alvaro ramirez (chito1956@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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alvaro ramirez
1448 shirley st
Plainfield, NJ 07062
chito1956@hotmail.com

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Yours sincerely,
jean ann racamato
57 mt arlington rd
Ledgewood, NJ 07852
racamatojar@gmail.com

From: erick barreda (b6eri@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
erick barreda
300 cresson ave
Northfield, NJ 08225
b6eri@aol.com

From: frank ferguson jr (franqfergzz@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
frank ferguson jr
9 colson ln
Mullica Hill, NJ 08062
franqfergzz@gmail.com

From: betty a slovick (bettyslovick041@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
betty a slovick
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Glendora, NJ 08029
bettyslovick041@gmail.com

From: carla love (carlalove5162@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
carla love
po box #71
Roselle, NJ 07203
carlalove5162@gmail.com

From: terrell rourk (terrellrourk150@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
terrell rourk
81 james pop carry dr
Jersey City, NJ 07304
terrellrourk150@gmail.com

From: erica einhorn (eeinhorn0987@gmail.com)

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Yours sincerely,
erica einhorn
16 killington drive
Howell, NJ 07731
eeinhorn0987@gmail.com

From: michael moore moore (michaelsnookie721@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
michael moore moore
865 beverly rd apta1
Burlington, NJ 08016
michaelsnookie721@gmail.com

From: michael grahl (michaelgrahl117@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
michael grahl
1710 new york ave
Union City, NJ 07087
michaelgrahl117@gmail.com

From: michael zebrowski (mzebrowski1515@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
michael zebrowski
207 cedar lake pt
Forked River, NJ 08731
mzebrowski1515@gmail.com

From: richard rivera (v308l@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
richard rivera
34 shore blvd
Keansburg, NJ 07734
v308l@yahoo.com

From: john moreland (jonlmoreland11@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
john moreland
472. pacific ave
Jersey City, NJ 07304
jonlmoreland11@gmail.com

From: sharon resti (sharonm3g@msn.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
sharon resti
415 johnstone street
Perth Amboy, NJ 08861
sharonm3g@msn.com

From: nicole scarfigno (nscardigno@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
nicole scarfigno
563 grove street
Clifton, NJ 07013
nscardigno@hotmail.com

From: tanja gammon (tanjagammon60@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
tanja gammon
2100 wells ave
Neptune, NJ 07753
tanjagammon60@gmail.com

From: kimberly mcgowan (butterflylovehart17@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
kimberly mcgowan
2 courtland street
Neptune, NJ 07753
butterflylovehart17@gmail.com

From: dinishia pender (dinishiap@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
dinishia pender
794 east walnut rd
Vineland, NJ 08360
dinishiap@yahoo.com

From: ashley giordano (ashleymyers686@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
ashley giordano
790 pine shore rd
Toms River, NJ 08753
ashleymyers686@gmail.com

From: vivian cantillo (vivianc85@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
vivian cantillo
50 christopher columbus drive
Jersey City, NJ 07302
vivianc85@gmail.com

From: jeanne robichaud (jeannemrobichaud@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
jeanne robichaud
432 woodmere ave
Neptune, NJ 07753
jeannemrobichaud@aol.com

From: afrika goode (afrikagoode@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
afrika goode
42 hancock
Trenton, NJ 08611
afrikagoode@gmail.com

From: stephanie mcclendon (stephaniemcclendon1968@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
stephanie mcclendon
146 walnut ave
Trenton, NJ 08609
stephaniemcclendon1968@gmail.com

From: blanca torres (epoxymama@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
blanca torres
437 black oak ridge road
Wayne, NJ 07470
epoxymama@aol.com

From: bill lallone (blallone@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
bill lallone
5 peach orchard rd
Ocean View, NJ 08230
blallone@yahoo.com

From: scott cavanaugh (scottcavanaugh727@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
scott cavanaugh
15 whitemarsh court
Little Egg Harbor Twp, NJ 08087
scottcavanaugh727@gmail.com

From: birtha hall (birtharhall@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
birtha hall
195 fries mill rd
Blackwood, NJ 08012
birtharhall@yahoo.com

From: ann sadler (rodatthepoynt@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
ann sadler
332 lincoln ave n
Cherry Hill, NJ 08002
rodatthepoynt@aol.com

From: cynthia schiavo (cynthiaschiavo70@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
cynthia schiavo
7 goats hill rd
Sicklerville, NJ 08081
cynthiaschiavo70@gmail.com

From: evelyn cruz (evelyn_r_cruz@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
evelyn cruz
95 6th avenue
Clifton, NJ 07011
evelyn_r_cruz@hotmail.com

From: jacquelynne rucker (jacquelynne530@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
jacquelynne rucker
225 n virginia ave
Atlantic City, NJ 08401
jacquelynne530@gmail.com

From: grace beckett (gbeckett25@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
grace beckett
88 oak
Old Bridge, NJ 08857
gbeckett25@gmail.com

From: mubashra amin (mubashracpo@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
mubashra amin
18 w louis pl, ise
Iselin, NJ 08830
mubashracpo@gmail.com

From: dawn mcan (dawn0226@msn.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
dawn mcan
714 pennington st
Elizabeth, NJ 07202
dawn0226@msn.com

From: jerry deming (jerrydeming1992@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
jerry deming
10 argyle pl
Kearny, NJ 07032
jerrydeming1992@gmail.com

From: steve corrigan (corrigan.stephen.c@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
steve corrigan
2528 tilton road trlr 31
Egg Harbor Township, NJ 08234
corrigan.stephen.c@gmail.com

From: gaby ochoa (little8a@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
gaby ochoa
149 kingsley way
Freehold, NJ 07728
little8a@hotmail.com

From: bill groendyke (groendykebill1@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
bill groendyke
166stewart ave.
Kearny, NJ 07032
groendykebill1@gmail.com

From: kelli link (mikellink@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
kelli link
445 w garfield ave
Wildwood, NJ 08260
mikellink@aol.com

From: george nan (georgenan2016@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
george nan
37 duncan ave 6f
Jersey City, NJ 07304
georgenan2016@gmail.com

From: patrick mccann (pmccann715@gmail.com)

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Yours sincerely,
patrick mccann
2020 loveland place
Point Pleasant Boro, NJ 08742
pmccann715@gmail.com

From: juana herrera (janet031710@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
juana herrera
215 port royal dr
Toms River, NJ 08757
janet031710@hotmail.com

From: ira rimer (irimercpa@aol.com)

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Yours sincerely,
ira rimer
12 magnolia lane
Mount Arlington, NJ 07856
irimercpa@aol.com

From: scott orr (so2283@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
scott orr
1115 boulevard
Seaside Park, NJ 08752
so2283@yahoo.com

From: jennifer sachs (jenfig68@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
jennifer sachs
504 cranford road
Cherry Hill, NJ 08003
jenfig68@hotmail.com

From: thomas mcbriarty (thomas.mcbriarty@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
thomas mcbriarty
100 vaughn ave.
Spotswood, NJ 08884
thomas.mcbriarty@gmail.com

From: ruth lane (laneruth88@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
ruth lane
3 barbara lane
Barnegat, NJ 08005
laneruth88@gmail.com

From: diane de (dianedeluca27@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
diane de
60 knickerbocker road
Dumont, NJ 07628
dianedeluca27@gmail.com

From: helen suchocki (helensuch3@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
helen suchocki
39 charles street
South River, NJ 08882
helensuch3@gmail.com

From: ashley hilgar (boydn543@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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ashley hilgar
192 park st.
East Orange, NJ 07017
boydn543@gmail.com

From: diane mcnss as lly (lbi17bl@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
diane mcnss as lly
17 deer hollow dr
Howell, NJ 07731
lbi17bl@aol.com

From: anxhela hoxha (anxhela.hoxha5@outlook.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
anxhela hoxha
75 hamilton ave
Hasbrouck Heights, NJ 07604
anxhela.hoxha5@outlook.com

From: jamil yasin (yasinjamil562@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
jamil yasin
324-326 w runyon st
Newark, NJ 07108
yasinjamil562@gmail.com

From: bette a finley (bettefinley@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
bette a finley
5 charles place
Stanhope, NJ 07874
bettefinley@hotmail.com

From: lamaar lampley (lamaarlampley@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
lamaar lampley
1076 julia st apt 4c
Elizabeth, NJ 07201
lamaarlampley@gmail.com

From: ana rodriguez (anadelingonzalez1994@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
ana rodriguez
49 cliff st
Paterson, NJ 07522
anadelingonzalez1994@gmail.com

From: hend ghattas (hendghattas60@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
hend ghattas
253 avenue a
Bayonne, NJ 07002
hendghattas60@gmail.com

From: madelyn ruiz (omadelyn79@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
madelyn ruiz
124 yorke street
Salem, NJ 08079
omadelyn79@gmail.com

From: maureen petrillo (steamrollermjp@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
maureen petrillo
328 hobart avenue
Haledon, NJ 07508
steamrollermjp@aol.com

From: sandee foxhill (sandeefoxhill@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
sandee foxhill
11 vincentown road
Pemberton, NJ 08068
sandeefoxhill@yahoo.com

From: philippa jenkins (vazquez962@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
philippa jenkins
178 rector street
Perth Amboy, NJ 08861
vazquez962@gmail.com

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Yours sincerely,
nesma moustafa
1394 paterson plank road
Secaucus, NJ 07094
nesma_moustafa86@hotmail.com

From: jentoya hadden (jentoya22@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
jentoya hadden
205 cottage ave
Bridgeton, NJ 08302
jentoya22@gmail.com

From: karen andrews (klandrrws14@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
karen andrews
33 aberdeen road
Matawan, NJ 07747
klandrrws14@gmail.com

From: carla forbes (carlaforbes26@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
carla forbes
215 lawrence st.
Paterson, NJ 07501
carlaforbes26@icloud.com

From: joseph ohara (jbohara@optonline.net)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
joseph ohara
59 kenvil ave.
Succasunna, NJ 07876
jbohara@optonline.net

From: cynthia wilson (cynthiawilson69@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
cynthia wilson
476 ellison street
Paterson, NJ 07501
cynthiawilson69@icloud.com

From: michelle y (michellemedina55@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
michelle y
2513 cottage a e
North Bergen, NJ 07047
michellemedina55@aol.com

From: joann mariella (joannmariella@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
joann mariella
15 bayside terrace
Seaside Heights, NJ 08751
joannmariella@gmail.com

From: manjula parthasarathy (manjuparthausa@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
manjula parthasarathy
12, cabot place
Iselin, NJ 08830
manjuparthausa@yahoo.com

From: sohaila azar (sohailarauf@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
sohaila azar
23 2nd street
Sayreville, NJ 08872
sohailarauf@gmail.com

From: melissa redd (reddm59@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
melissa redd
33 paul robeson blvd
New Brunswick, NJ 08901
reddm59@gmail.com

From: jasmina kukuneshoska branoska (jasmina_kukuneshoska@live.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
jasmina kukuneshoska branoska
230 midland avenue #2
Garfield, NJ 07026
jasmina_kukuneshoska@live.com

From: fatimah leggett (tique3d1z@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
fatimah leggett
46 sassafras cr.
Sicklerville, NJ 08081
tique3d1z@gmail.com

From: samuel mills (samjerome1978@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
samuel mills
463 river dr
Garfield, NJ 07026
samjerome1978@gmail.com

From: charles parent (cjayparent365@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
charles parent
613 east cherry street
Vineland, NJ 08360
cjayparent365@gmail.com

From: margaret munch (marlee4343@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
margaret munch
1651 forge pond road
Brick, NJ 08724
marlee4343@icloud.com

From: lana ralph (lanaralph06@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
lana ralph
173 osborne terrace apt1
Newark, NJ 07112
lanaralph06@gmail.com

From: melva nobles (remy2515@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
melva nobles
210 inland ave
Ewing, NJ 08638
remy2515@aol.com

From: reyes gregorio (gregorioreyes@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
reyes gregorio
12 euclid ave
Ridgefield Park, NJ 07660
gregorioreyes@hotmail.com

From: donald sturgill (donald.sturgill@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
donald sturgill
7078 english creek ave
Egg Harbor Township, NJ 08234
donald.sturgill@gmail.com

From: donna blair (donnamarieblair@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
donna blair
99 central ave
Ocean Grove, NJ 07756
donnamarieblair@gmail.com

From: kimberly isaula (pavoniemelyh89@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
kimberly isaula
260 e ridgewood ave
Galloway, NJ 08205
pavoniemelyh89@gmail.com

From: dora caraballo (caraballodora1@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
dora caraballo
20 fairview court
Camden, NJ 08104
caraballodora1@gmail.com

From: mary soler (solergirl1mt@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
mary soler
120 w 7th avenue
Roselle, NJ 07203
solergirl1mt@gmail.com

From: iris rivera (iris_rivera@live.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
iris rivera
515 trenton ave
Camden, NJ 08103
iris_rivera@live.com

From: jose rosado (mexsurfn53@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
jose rosado
145 fisher av
Neptune, NJ 07753
mexsurfn53@gmail.com

From: alexander borja (alexander1974@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
alexander borja
103 shipman st
Newark, NJ 07102
alexander1974@gmail.com

From: dre gonzalez (andrewgonzo4@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
dre gonzalez
448 beardsley ave
Bloomfield, NJ 07003
andrewgonzo4@gmail.com

From: leonardo mcganey (hazeleyes0529@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
leonardo mcganey
910 n. ohio ave
Atlantic City, NJ 08401
hazeleyes0529@gmail.com

From: sahar daniel (sahardaniel@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
sahar daniel
88 marion ave
New Providence, NJ 07974
sahardaniel@aol.com

From: feruza abdunasimova (feruzaabdunasimova@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
feruza abdunasimova
3
Lumberton, NJ 08048
feruzaabdunasimova@gmail.com

From: cherryl davis (cherryl@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
cherryl davis
51 s park st
Montclair, NJ 07042
cherryl@gmail.com

From: dennis mirda (djm356@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
dennis mirda
10 high ridge rd
Randolph, NJ 07869
djm356@gmail.com

From: cheryl becker (chb378@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
cheryl becker
100 stone hill rd
Springfield, NJ 07081
chb378@aol.com

From: dawn gasalberti (dawng0617@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
dawn gasalberti
422 beech s
Township of Washington, NJ 07676
dawng0617@yahoo.com

From: roberto colon lopez (robertocolon44@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
roberto colon lopez
599 w side ave
Jersey City, NJ 07304
robertocolon44@gmail.com

From: debbie curcio (dcurcio10@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
debbie curcio
12 roberts dr
Neptune, NJ 07753
dcurcio10@aol.com

From: richard johnson (richanthonyjohnson71@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
richard johnson
1125 village dr apt 229
Millville, NJ 08332
richanthonyjohnson71@gmail.com

From: maureen brown (maureenbrown2931@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
maureen brown
610 holly lane
Mount Holly, NJ 08060
maureenbrown2931@gmail.com

From: errol maye (errolgmaye@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
errol maye
807yosko drive
Edison, NJ 08817
errolgmaye@yahoo.com

From: charles hudson (charlee31180@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
charles hudson
72 barbados dr s
Toms River, NJ 08757
charlee31180@gmail.com

From: cathy marko (mamamarko2@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
cathy marko
76 randolph ave
Old Bridge, NJ 08857
mamamarko2@aol.com

From: hisahn ballard (xsetsnake@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
hisahn ballard
201 n first st
Paterson, NJ 07522
xsetsnake@gmail.com

From: andres rosa (dre69rosa@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
andres rosa
709 east main street
Millville, NJ 08332
dre69rosa@gmail.com

From: connie roberto (coned11@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
connie roberto
56b largo san nicola
Freehold, NJ 07728
coned11@aol.com

From: akshay chopra (akshaychopra406@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
akshay chopra
12 fairmount road
Parsippany, NJ 07054
akshaychopra406@gmail.com

From: ruth conaway (conawayruth@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
ruth conaway
55 south third street
Salem, NJ 08079
conawayruth@yahoo.com

From: matt maltby (mattmaltepes@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
matt maltby
826 clems run
Glassboro, NJ 08028
mattmaltepes@gmail.com

From: grace balmann (gramagrace0513@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
grace balmann
133b constitution blvd
Whiting, NJ 08759
gramagrace0513@aol.com

From: tom fox (tvf40@optonline.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
tom fox
5 mathews drive
Bloomingdale, NJ 07403
tvf40@optonline.net

From: prggy qualy (qualybear@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
prggy qualy
165 harriot st
Woodbridge, NJ 07095
qualybear@comcast.net

From: theresa williams (williamstheresa741@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
theresa williams
736 east 26th street
Paterson, NJ 07514
williamstheresa741@gmail.com

From: jean brown (erma.brown75@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
jean brown
1784 walker ave
Irvington, NJ 07111
erma.brown75@gmail.com

From: lanny butler (rhettamae@yahoo.com)

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Yours sincerely,
lanny butler
2350 princeton pike apt 119
Lawrenceville, NJ 08648
rhettamae@yahoo.com

From: jamie carroll (jamiecarroll@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
jamie carroll
16 shaw ave
Newark, NJ 07112
jamiecarroll@gmail.com

From: marsha gwynne (mgwynne1960@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
marsha gwynne
465 greenwood avenue
Trenton, NJ 08609
mgwynne1960@yahoo.com

From: chris green (greenchris884@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
chris green
75 butler blvd
Bayville, NJ 08721
greenchris884@gmail.com

From: elizabeth superville (evillaroel@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
elizabeth superville
54 reidy pl
Hewitt, NJ 07421
evillaroel@hotmail.com

From: david seniak (flavo732@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
david seniak
74 bucknell ave
Woodbridge, NJ 07095
flavo732@yahoo.com

From: marie chester (callout48@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
marie chester
250 steelmantown rd
Woodbine, NJ 08270
callout48@yahoo.com

From: robert davin (davinbob88@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
robert davin
19 baltusrol way
Springfield, NJ 07081
davinbob88@gmail.com

From: shan moore (pinkprincess4282@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
shan moore
98 mullen dr
Sicklerville, NJ 08081
pinkprincess4282@yahoo.com

From: damian walker (damianwalk@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
damian walker
16 bennett st.
Jersey City, NJ 07304
damianwalk@gmail.com

From: brian cummins (yikesholeymoley@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
brian cummins
55 fox tail lane
Hamburg, NJ 07419
yikesholeymoley@gmail.com

From: john kelleher jr (bigdogkelleher@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
john kelleher jr
18 kenneth ave
Parlin, NJ 08859
bigdogkelleher@gmail.com

From: zelma banks (davonne1996@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
zelma banks
176 claremont ave #1
Jersey City, NJ 07305
davonne1996@gmail.com

From: timothy scott (timothyscott0414@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
timothy scott
92 fremont st
Jersey City, NJ 07302
timothyscott0414@gmail.com

From: evelyn sawey (etsawey@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
evelyn sawey
15 fireside circle
Columbus, NJ 08022
etsawey@comcast.net

From: james currie (jcurrie419@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
james currie
314 standish ave
Hackensack, NJ 07601
jcurrie419@gmail.com

From: marlene garrison (marmiegarrison219@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
marlene garrison
807 cape ave
Cape May, NJ 08204
marmiegarrison219@gmail.com

From: marvin novick (marvinjnovick@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
marvin novick
11 daulton dr
Somerset, NJ 08873
marvinjnovick@gmail.com

From: john lizzio (jbl0959@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
john lizzio
1512 burnt mill rd
Cherry Hill, NJ 08003
jbl0959@yahoo.com

From: sylvester ellison (mrellison62@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
sylvester ellison
297park ave
East Orange, NJ 07017
mrellison62@gmail.com

From: jacqueline bowling (jacquelinebowling1010@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
jacqueline bowling
no 48 no.walnut st.
East Orange, NJ 07018
jacquelinebowling1010@gmail.com

From: sidney johnson (sidneyceejohnson@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
sidney johnson
85 presidential blvd 10f
Paterson, NJ 07522
sidneyceejohnson@gmail.com

From: john douglass (jmdouglass03@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
john douglass
345 grande blvd
Rio Grande, NJ 08242
jmdouglass03@comcast.net

From: barbara fitzgibbon (bfsells@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
barbara fitzgibbon
35 w dehart ave clayton
Clayton, NJ 08312
bfsells@yahoo.com

From: darlene taylor (taylordarlene445.dt@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
darlene taylor
713 central ave
Camden, NJ 08104
taylordarlene445.dt@gmail.com

From: isiah baldwin (isiahbaldwin55@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
isiah baldwin
361 Mahogany Ct
Newark, NJ 07104
isiahbaldwin55@gmail.com

From: maury kaplan (mauryk1943@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
maury kaplan
770 anderson ave
Cliffside Park, NJ 07010
mauryk1943@yahoo.com

From: rosemary powalie (rosemarypowalie@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
rosemary powalie
3131 hiawatha ave
Point Pleasant Boro, NJ 08742
rosemarypowalie@gmail.com

From: barbara dillon (barbaradillon898@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
barbara dillon
509 n. park ave.
Linden, NJ 07036
barbaradillon898@gmail.com

From: noemi reyes (noemireyes540@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
noemi reyes
811 canton st.
Elizabeth, NJ 07202
noemireyes540@gmail.com

From: evelyn cancel (ecancel39@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
evelyn cancel
112 kennedy blvd. fl. #3
Bayonne, NJ 07002
ecancel39@gmail.com

From: diane nass (dianenass51@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
diane nass
669 willow grove rd
Elmer, NJ 08318
dianenass51@gmail.com

From: angelina gonzalez (anggonzalez61@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
angelina gonzalez
361 montgomery st
Jersey City, NJ 07302
anggonzalez61@gmail.com

From: jason adams (doddtown03@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
jason adams
5 morse ave
East Orange, NJ 07017
doddtown03@gmail.com

From: lonnie williams (wlonnie436@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
lonnie williams
285ellsonst2ndfloor
Paterson, NJ 07501
wlonnie436@gmail.com

From: shameer absolam (sabsolam55@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
shameer absolam
39 lincoln st. apt.1
Jersey City, NJ 07307
sabsolam55@gmail.com

From: joseph masi (jmasi444@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
joseph masi
104b w ridgewood ave
Pleasantville, NJ 08232
jmasi444@gmail.com

From: wanda kauffman (wanda.tallman@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
wanda kauffman
20 georges alley
Mantua, NJ 08051
wanda.tallman@aol.com

From: robin stein (boomerhippie622@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
robin stein
115 old short hills road
West Orange, NJ 07052
boomerhippie622@gmail.com

From: scott jaszlicks (scottjaszlics@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
scott jaszlicks
40 skyline dr
Warren, NJ 07059
scottjaszlics@yahoo.com

From: lynne walsh (besteaglesfan@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
lynne walsh
133 south delsea drive
Clayton, NJ 08312
besteaglesfan@gmail.com

From: ebony reyes (ebncraig03@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
ebony reyes
1625 s main rd
Vineland, NJ 08360
ebncraig03@gmail.com

From: kath millett (gsonos@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
kath millett
258 shoreland circle
South Amboy, NJ 08879
gsonos@gmail.com

From: brenda trice (bat6203@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
brenda trice
79 eaton pl
East Orange, NJ 07017
bat6203@yahoo.com

From: frank renner (ftren@msn.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
frank renner
29 auburn st
Whiting, NJ 08759
ftren@msn.com

From: uday kumar edara (evuk7175@gmail.com)

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Yours sincerely,
uday kumar edara
56 waverly street
Jersey City, NJ 07306
evuk7175@gmail.com

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camille cangelosi
29 pineoaka road
Jackson, NJ 08527
cangelosicamille137@yahoo.com

From: pamela mccarthy (pammy1040@gmail.com)

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Yours sincerely,
pamela mccarthy
115 freeway ave
Hackettstown, NJ 07840
pammy1040@gmail.com

From: brenda womack (brenniewomack@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
brenda womack
140 sandshore rd
Budd Lake, NJ 07828
brenniewomack@icloud.com

From: cynthia macalinao (cynmac51b@gmail.com)

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Yours sincerely,
cynthia macalinao
24 pine st
Elmwood Park, NJ 07407
cynmac51b@gmail.com

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Yours sincerely,
brenda nutt
167 kinsley rd
Pemberton, NJ 08068
nuttbrenda567@gmail.com

From: nakeisha mcintosh (ishadiva@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
nakeisha mcintosh
563 e 19th street
Paterson, NJ 07514
ishadiva@yahoo.com

From: anthony mancini (pony7059@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
anthony mancini
5b new york drive
Whiting, NJ 08759
pony7059@aol.com

From: frank barfield (teeros1@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
frank barfield
502justin ct
Cedar Knolls, NJ 07927
teeros1@yahoo.com

From: thomas kantlehner (tgunz89@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
thomas kantlehner
46 kane ave
Spotswood, NJ 08884
tgunz89@hotmail.com

From: gaila stokes (gaillastokes@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
gaila stokes
33 hall st
Williamstown, NJ 08094
gaillastokes@yahoo.com

From: marta matias (matiasmarta77@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
marta matias
36 carteret ave
Carteret, NJ 07008
matiasmarta77@gmail.com

From: mi hael pessolano (pessolanom3@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
mi hael pessolano
714 fordville road
Bridgeton, NJ 08302
pessolanom3@gmail.com

From: rosa nunez (rosa236590@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
rosa nunez
36 garwood st
South River, NJ 08882
rosa236590@gmail.com

From: robert rosetta (jdevil1735@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
robert rosetta
500 compass ave
Beachwood, NJ 08722
jdevil1735@gmail.com

From: carmen lopez (lopez202019@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
carmen lopez
421 n martin luther king blvd
Atlantic City, NJ 08401
lopez202019@gmail.com

From: donald marner (donaldmarner@optonline.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
donald marner
15 ward ave
Wyckoff, NJ 07481
donaldmarner@optonline.net

From: gregory carr (gregcarrsamill@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
gregory carr
21 june st
South River, NJ 08882
gregcarrsamill@aol.com

From: sandra roa (dialex914@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
sandra roa
815 cranford avenue
Linden, NJ 07036
dialex914@gmail.com

From: ellen noone (ejnoone@verizon.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
ellen noone
834 ross st
Toms River, NJ 08753
ejnoone@verizon.net

From: leonadro cabrera (superman.cabrera@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
leonadro cabrera
184 phillips rd 166
Somerset, NJ 08873
superman.cabrera@gmail.com

From: stephen caccavella (stephencaccavella@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
stephen caccavella
16 kinkora ct east
Toms River, NJ 08757
stephencaccavella@yahoo.com

From: duane britt (dbritt774@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
duane britt
412 jackson st
Camden, NJ 08104
dbritt774@gmail.com

From: arlene goehrig (arlenegoehrig@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
arlene goehrig
262 lawrence avenue.
Hasbrouck Heights, NJ 07604
arlenegoehrig@gmail.com

From: lael carter (lael.carter75@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
lael carter
234 forres5 st
Jersey City, NJ 07304
lael.carter75@gmail.com

From: miriam levy (miriamclevy@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
miriam levy
56 dakota street
Passaic, NJ 07055
miriamclevy@gmail.com

From: iris ward (applekids09@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
iris ward
263 bloomfield ave
Bloomfield, NJ 07003
applekids09@gmail.com

From: eydie brandt (eydieb@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
eydie brandt
73 main st.
Lebanon, NJ 08833
eydieb@aol.com

From: yesenia valencia (yeseniavalenc@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
yesenia valencia
214 center st
Elizabeth, NJ 07202
yeseniavalenc@gmail.com

From: hilda gonzalez (loly2966@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
hilda gonzalez
820 summer ave. apt 2
Newark, NJ 07104
loly2966@yahoo.com

From: michael burton (mbiz1900@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
michael burton
318 clifton blvd
Clifton, NJ 07013
mbiz1900@yahoo.com

From: laura gashlin (lgashlin@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
laura gashlin
30 tanglewood drive
East Hanover, NJ 07936
lgashlin@yahoo.com

From: desireedesiree nixnix (nixdesiree61@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
desireedesiree nixnix
379 bruck ave
Perth Amboy, NJ 08861
nixdesiree61@gmail.com

From: mary wyckoff (mw716@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
mary wyckoff
1856 s broad st
Trenton, NJ 08610
mw716@yahoo.com

From: joyce herbert (jher981549@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
joyce herbert
48 warwick rd48 warwick rd
Stratford, NJ 08084
jher981549@aol.com

From: lamar woodruff (lamarwoodruff48@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
lamar woodruff
7999 n. crescent blvd
Pennsauken, NJ 08110
lamarwoodruff48@gmail.com

From: jolene mosley (jojoe921@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
jolene mosley
164 beech street apt 4d
Hackensack, NJ 07601
jojoe921@aol.com

From: jeffrey morgan (j41122393@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
jeffrey morgan
193 union avenue
Long Branch, NJ 07740
j41122393@gmail.com

From: denise campbell (dazzlingdoreen@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
denise campbell
1601 dill avenue
Linden, NJ 07036
dazzlingdoreen@aol.com

From: concetta larosa (lrcet8@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
concetta larosa
200 glassworks blvd
Cliffwood, NJ 07721
lrcet8@aol.com

From: maria vives (mariavives01@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
maria vives
801 adams ave
Woodbine, NJ 08270
mariavives01@gmail.com

From: deborah roach (deborahroach917@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
deborah roach
21 milstone court
Sicklerville, NJ 08081
deborahroach917@gmail.com

From: richard sharp (churchkeeper@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
richard sharp
212 n 3rd st.
Millville, NJ 08332
churchkeeper@aol.com

From: magen williamson (magensw@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
magen williamson
702 chancellor avenue
Irvington, NJ 07111
magensw@yahoo.com

From: patricia case (patrijagger@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
patricia case
227 rudolph ave
Elmwood Park, NJ 07407
patrijagger@gmail.com

From: ralph rosato (ralphrosato68@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
ralph rosato
2553 s 8th street
Camden, NJ 08104
ralphrosato68@gmail.com

From: steph fredman (franniesgrammie@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
steph fredman
388 bay ave
Tuckerton, NJ 08087
franniesgrammie@gmail.com

From: kristy deal (kristid1216@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
kristy deal
860 lower ferry rd
Ewing, NJ 08628
kristid1216@icloud.com

From: tercia smalling (terciasmalling@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
tercia smalling
89 chelsea ave
Newark, NJ 07106
terciasmalling@gmail.com

From: debra ford (bford526@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
debra ford
914 s grand street
Hammonton, NJ 08037
bford526@yahoo.com

From: wanda schwankert (wjyj64@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
wanda schwankert
92 bowman rd
Jackson, NJ 08527
wjyj64@gmail.com

From: bernarda nunez (beny202009@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
bernarda nunez
209 brittany ct
Burlington, NJ 08016
beny202009@gmail.com

From: joshua boat (joshuaboateng601@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
joshua boat
1 falkirk ct
Edison, NJ 08817
joshuaboateng601@gmail.com

From: ebtisam omran (besoomran48@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
ebtisam omran
87 kirk st
West Orange, NJ 07052
besoomran48@gmail.com

From: adam allen (adamallen@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
adam allen
2709 westfield ave
Camden, NJ 08105
adamallen@gmail.com

From: jeanette jackson (jeanettej1025@verizon.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
jeanette jackson
180 estates blvd
Trenton, NJ 08610
jeanettej1025@verizon.net

From: margaret earnest (mearnest55@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
margaret earnest
310 broad street riversbend apartm
Penns Grove, NJ 08069
mearnest55@yahoo.com

From: ana pedraza (passaicsro330@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
ana pedraza
32 newman road
Sussex, NJ 07461
passaicsro330@gmail.com

From: cheryl dippel (dippelpop2@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
cheryl dippel
304 keats avenue
Toms River, NJ 08753
dippelpop2@yahoo.com

From: elaine ungerleider (ehu1208@optonline.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
elaine ungerleider
1908 doolittle dr
Bridgewater, NJ 08807
ehu1208@optonline.net

From: judy booz (boozjudy@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
judy booz
1mill st apt 504
Franklin, NJ 07416
boozjudy@icloud.com

From: nils johansson (lassevik1@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
nils johansson
24 powderhorn dr.
Rockaway, NJ 07866
lassevik1@gmail.com

From: calvin stone (henrycws49@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
calvin stone
561 garfield ave
Belford, NJ 07718
henrycws49@gmail.com

From: anthony saia (anthonysaia475@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
anthony saia
523 charles avenue
Barrington, NJ 08007
anthonysaia475@gmail.com

From: oliver vedder (olivervedder@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
oliver vedder
7101 biltmore dr
Freehold, NJ 07728
olivervedder@aol.com

From: james wright (jwright20071@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
james wright
129 barclay street
Newark, NJ 07108
jwright20071@yahoo.com

From: kristie roman (kristieroman594@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
kristie roman
3 hewitt st
Trenton, NJ 08611
kristieroman594@gmail.com

From: rita gerardi (ritagerardi@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
rita gerardi
87 van wyk rd # 87a
Lake Hiawatha, NJ 07034
ritagerardi@yahoo.com

From: barbara holiday (bananana0224@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
barbara holiday
100 muirfield rd. apt 1045
Jackson, NJ 08527
bananana0224@gmail.com

From: ronald cattalo (roncat9853@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
ronald cattalo
3700 new jersey avenue unit c5
Wildwood, NJ 08260
roncat9853@gmail.com

From: lisa desiderio (ldesi1103@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
lisa desiderio
1337 mermaid ave
Beachwood, NJ 08722
ldesi1103@gmail.com

From: paul savaria (psavaria@optonline.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
paul savaria
67 washington ave
Hawthorne, NJ 07506
psavaria@optonline.net

From: helen gorospe (junlen143@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
helen gorospe
258 woodmont rd.
Union, NJ 07083
junlen143@gmail.com

From: joseph vas (jvas0913@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
joseph vas
312 high street
Perth Amboy, NJ 08861
jvas0913@gmail.com

From: guiseppe bancheri (bancheriguiseppe@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
guiseppe bancheri
684 east chancery lane
Galloway, NJ 08205
bancheriguiseppe@gmail.com

From: janelle ford (cum2meynot@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
janelle ford
43 laurel avenue
Trenton, NJ 08618
cum2meynot@gmail.com

From: carmen maldonado (carmenmaldonaldo65@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
carmen maldonado
9 hartwick drive unit 321
Skillman, NJ 08558
carmenmaldonaldo65@gmail.com

From: yasmin cortes (yasmincortes15@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
yasmin cortes
9 king st 1 floor
Belleville, NJ 07109
yasmincortes15@gmail.com

From: astromelia gallegos (magallegos2002@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
astromelia gallegos
609 north 5th st
Harrison, NJ 07029
magallegos2002@gmail.com

From: john lutz (johnlutzhandyman19@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
john lutz
500 broad st
Keyport, NJ 07735
johnlutzhandyman19@gmail.com

From: lillian saxton saxton (lilsaxton5@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
lillian saxton saxton
82 mckay ave eastorange n.j
East Orange, NJ 07018
lilsaxton5@gmail.com

From: marilyn rolon (rolonm51@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
marilyn rolon
7 marshall dr apt.c
Maple Shade, NJ 08052
rolonm51@yahoo.com

From: ericka fernandez (milagrosisabella1227@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
ericka fernandez
821 e 6th st
Plainfield, NJ 07062
milagrosisabella1227@gmail.com

From: helen ivey (iveyqueen1@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
helen ivey
394 rittenhouse
North Brunswick, NJ 08902
iveyqueen1@gmail.com

From: lisa hunter (lisahunter31@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
lisa hunter
6108 windridge court
Princeton, NJ 08540
lisahunter31@yahoo.com

From: lisa hazeldine (hazeldinelusa@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
lisa hazeldine
1421 north ave.
Port Norris, NJ 08349
hazeldinelusa@gmail.com

From: compton barker (barkercompton@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
compton barker
57 hagen court
Mays Landing, NJ 08330
barkercompton@gmail.com

From: jim cooper (cjim8490@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
jim cooper
200 3rd. st.
Elizabethport, NJ 07206
cjim8490@gmail.com

From: cheryl gilberthackney (cgilberthackney@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
cheryl gilberthackney
812lincolnave
Pitman, NJ 08071
cgilberthackney@gmail.com

From: matthew clancy (phornak18@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
matthew clancy
1018 sawmill rd
Brick, NJ 08724
phornak18@yahoo.com

From: denise gentile (gentiled1014@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
denise gentile
117 s carlton st
Lindenwold, NJ 08021
gentiled1014@gmail.com

From: denise abbott (deniceabbott64@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
denise abbott
330 sandalwood rd
Millville, NJ 08332
deniceabbott64@gmail.com

From: ikram ziyadeh (ikramziyadeh70@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
ikram ziyadeh
224 8th street
Fairview, NJ 07022
ikramziyadeh70@gmail.com

From: cynthia davis (herbyhik@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
cynthia davis
764 acorn dr
Brick, NJ 08723
herbyhik@gmail.com

From: simon vassalo (jimmidrei@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
simon vassalo
1 clarence ave little falls, nj
Little Falls, NJ 07424
jimmidrei@gmail.com

From: patricia idle (pdi1950@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
patricia idle
228 cleveland ave
Riverside, NJ 08075
pdi1950@aol.com

From: desiree williams (desireew1128@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
desiree williams
2000 rt 18
Old Bridge, NJ 08857
desireew1128@gmail.com

From: donna coile (donnacoile59@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
donna coile
14 foxcroft ct
Voorhees, NJ 08043
donnacoile59@gmail.com

From: melissa ramos (ramosma1807@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
melissa ramos
835 mack pl
Linden, NJ 07036
ramosma1807@gmail.com

From: michele ganning (mickig@optonline.net)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
michele ganning
42 pond school rd
Sussex, NJ 07461
mickig@optonline.net

From: pierre narcisse (narcissick54@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
pierre narcisse
85 twin rivers drive
East Windsor, NJ 08520
narcissick54@gmail.com

From: frances stalb (eojobcoach@yahoo.com)

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Yours sincerely,
frances stalb
apt 98 woodchuck pkwy
Whiting, NJ 08759
eojobcoach@yahoo.com

From: sang lee (sangcl98@gmail.com)

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Yours sincerely,
sang lee
75 sterling boulevard
Englewood, NJ 07631
sangcl98@gmail.com

From: allen cullum (markcullum891@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
allen cullum
503 dock street
Millville, NJ 08332
markcullum891@gmail.com

From: martha claudio (marthamclaudio@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
martha claudio
5828 meadowview ave
North Bergen, NJ 07047
marthamclaudio@gmail.com

From: nicole hinds (nhinds71@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
nicole hinds
113 walnut street
Neptune, NJ 07753
nhinds71@yahoo.com

From: xavier grange (xavierfgrange@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
xavier grange
31 gardenbrook ln
Willingboro, NJ 08046
xavierfgrange@gmail.com

From: cicely terry (cicelyterry@icould.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
cicely terry
704 webster pl
Plainfield, NJ 07060
cicelyterry@icould.com

From: michelle banfield (mrbanfield713@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
michelle banfield
338 monroe ave
South Amboy, NJ 08879
mrbanfield713@gmail.com

From: patricia gibboni (patriciagibboni7@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
patricia gibboni
132 8th ave.
Mount Ephraim, NJ 08059
patriciagibboni7@gmail.com

From: keith parker (ventlredefined01@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
keith parker
1117 inwood terr #b
Fort Lee, NJ 07024
ventlredefined01@gmail.com

From: lynne kerstetter (kunusibes@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
lynne kerstetter
7028 fernwood avenue
Egg Harbor Township, NJ 08234
kunusibes@comcast.net

From: constance correia (constancegray4@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
constance correia
140 schmitz terrace
Mount Arlington, NJ 07856
constancegray4@gmail.com

From: elizabeth rivera (er2023rivera@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
elizabeth rivera
714 york street
Camden, NJ 08102
er2023rivera@gmail.com

From: eric wnek (ericwnek7@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
eric wnek
122 plane street
Boonton, NJ 07005
ericwnek7@gmail.com

From: linda stith (lindastith224@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
linda stith
247 branch brook drive
Belleville, NJ 07109
lindastith224@yahoo.com

From: alexandra pino (n1cheche@outlook.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
alexandra pino
234 loomis st
Elizabethport, NJ 07206
n1cheche@outlook.com

From: james dunn (dunnj1951@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
james dunn
140 duncan ave jersey city
Jersey City, NJ 07306
dunnj1951@gmail.com

From: yahaira laboy (laboyyahaira@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
yahaira laboy
527 e almond st apt
Vineland, NJ 08360
laboyyahaira@yahoo.com

From: dennis cox (denniscox62@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
dennis cox
59 elizabeth st
Pemberton, NJ 08068
denniscox62@comcast.net

From: lucilia llano (lucyl0315@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
lucilia llano
12 bolten place
Bloomfield, NJ 07003
lucyl0315@gmail.com

From: angela abraham (angela_maria13@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
angela abraham
35 barbara street
Bloomfield, NJ 07003
angela_maria13@yahoo.com

From: erin shannon (e.shannon@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
erin shannon
440 jersey avenue
Elizabeth, NJ 07202
e.shannon@aol.com

From: sally burgos (srochman2000@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
sally burgos
1009 jefferson drive
Stewartsville, NJ 08886
srochman2000@yahoo.com

From: latanya philip (latanya25262@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
latanya philip
270 west end ave
Newark, NJ 07106
latanya25262@gmail.com

From: patrick creighton (newjerseygrand3@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
patrick creighton
452 morsetown rd
West Milford, NJ 07480
newjerseygrand3@yahoo.com

From: rachel martin (irisdaisy34@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
rachel martin
7c lexington drive
Whiting, NJ 08759
irisdaisy34@gmail.com

From: marie jarrett (mjarrett5309@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
marie jarrett
53 galleria drive
Mays Landing, NJ 08330
mjarrett5309@gmail.com

From: juliet epter (julietepter@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
juliet epter
3 catskill court
Toms River, NJ 08753
julietepter@yahoo.com

From: ali nadeem (alinadeem1150@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
ali nadeem
5 mayfair dr
Fairfield, NJ 07004
alinadeem1150@gmail.com

From: sheila williams (heilah722@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
sheila williams
9 orchard drive
Mullica Hill, NJ 08062
heilah722@gmail.com

From: george mccumber (lacyjgjm1221@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
george mccumber
22 christiansted st
Toms River, NJ 08757
lacyjgjm1221@gmail.com

From: christina minotti (cminotti210@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
christina minotti
36 whitfield street
Caldwell, NJ 07006
cminotti210@gmail.com

From: donna carrano (dmcarrano5@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
donna carrano
13 molly lane
Brick, NJ 08723
dmcarrano5@gmail.com

From: cheryl aiken (g.momstott@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
cheryl aiken
475 hamilton rd
Wenonah, NJ 08090
g.momstott@gmail.com

From: mary anne krause (maryannek2@juno.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
mary anne krause
317 lentz rd
West Deptford, NJ 08086
maryannek2@juno.com

From: magaly suazo (suazomagaly996@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
magaly suazo
,701palisader ave
Union City, NJ 07087
suazomagaly996@gmail.com

From: katharine marino (marylmarino@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
katharine marino
320 walter avenue, delanco nj 08075
Delanco, NJ 08075
marylmarino@yahoo.com

From: esmerita sepulveda (esmerita1988@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
esmerita sepulveda
309 ninth street
Jersey City, NJ 07302
esmerita1988@gmail.com

From: elizabeth ajala (lizzytunik@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
elizabeth ajala
621 south 19th street
Newark, NJ 07103
lizzytunik@gmail.com

From: antonia harrison (antoniahcherry@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
antonia harrison
175 johnson ave #4h
Lawrence Township, NJ 08648
antoniahcherry@yahoo.com

From: michael cromwell (michaeljcromwell7461@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
michael cromwell
906 chandler ave
Linden, NJ 07036
michaeljcromwell7461@gmail.com

From: barbara phillips (bphillips19362024@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
barbara phillips
61 main street
Franklin, NJ 07416
bphillips19362024@gmail.com

From: daniel shaw (danielshaw2001@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
daniel shaw
258 comstock st
New Brunswick, NJ 08901
danielshaw2001@gmail.com

From: mary campbell (kelbelc@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
mary campbell
1515 allen ave #44
Ocean, NJ 07712
kelbelc@hotmail.com

From: roland pumphrey (pump372002@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
roland pumphrey
500 alma terrace
Teaneck, NJ 07666
pump372002@gmail.com

From: ariel nedd (bishopnatasha7@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
ariel nedd
106 buchanan street
Linden, NJ 07036
bishopnatasha7@gmail.com

From: anthony debenedictis (debenedictisrc@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
anthony debenedictis
105 canterbury lane
Toms River, NJ 08757
debenedictisrc@aol.com

From: melva pollack (melvaherb@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
melva pollack
113 lakeland drive to
Barnegat, NJ 08005
melvaherb@gmail.com

From: james fair (jamesfairsr47@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
james fair
1060 stuyvesant ave apt b6
Trenton, NJ 08618
jamesfairsr47@gmail.com

From: karen kurtek (kjsabol.kurtek@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
karen kurtek
53 beech ave
Trenton, NJ 08610
kjsabol.kurtek@gmail.com

From: juan peralta (juanperalta3368@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
juan peralta
309 howard st
New Brunswick, NJ 08901
juanperalta3368@icloud.com

From: swiyyah brown (imsbrown@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
swiyyah brown
45 finlay pl
Newark, NJ 07106
imsbrown@yahoo.com

From: patricia niemiec (summerof38@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
patricia niemiec
83 iona pl
Paramus, NJ 07652
summerof38@aol.com

From: lakisha alston (alstonlakisha@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
lakisha alston
1650 stuyvesant ave
Union, NJ 07083
alstonlakisha@gmail.com

From: sharlene pailen (news@insideapple.apple.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
sharlene pailen
211 20th ave
Paterson, NJ 07501
news@insideapple.apple.com

From: rita chaparro (ritachaparro31@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
rita chaparro
61ogden ave
Rockaway, NJ 07866
ritachaparro31@yahoo.com

From: charlotte argieri (charlotteargieri@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
charlotte argieri
7 william st apt 515
Nutley, NJ 07110
charlotteargieri@gmail.com

From: carolyn jenkins (1969cmj@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
carolyn jenkins
18 chiswick dr
Lindenwold, NJ 08021
1969cmj@gmail.com

From: eugenia lyness (njnanabanana@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
eugenia lyness
3000 essex rd pines rm 1170
Tinton Falls, NJ 07753
njnanabanana@yahoo.com

From: brenda helen decker (brendahdecker@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
brenda helen decker
30 pines rd
Branchville, NJ 07826
brendahdecker@gmail.com

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brenda helen decker
30 pines rd
Branchville, NJ 07826
brendahdecker@gmail.com

From: michael mills (l_collins0304@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
michael mills
25 frederick terrace
Irvington, NJ 07111
l_collins0304@yahoo.com

From: thomas obrien (tobwan@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
thomas obrien
3146 sterling st
Toms River, NJ 08753
tobwan@yahoo.com

From: daniel mattner (dmattner64@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
daniel mattner
337 leeward rd
Manahawkin, NJ 08050
dmattner64@gmail.com

From: james smith (jimjasex@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
james smith
9 kurdyla ave
Carteret, NJ 07008
jimjasex@gmail.com

From: susan dillard (susan.dillard@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
susan dillard
8 winners circle
Glassboro, NJ 08028
susan.dillard@comcast.net

From: dianne monahan (kriner1964@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
dianne monahan
606 linda ave
Blackwood, NJ 08012
kriner1964@gmail.com

From: kathleen a biondi (kategardenstate@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
kathleen a biondi
278 birch drive
Brick, NJ 08723
kategardenstate@gmail.com

From: gerard perry (gerardperry346@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
gerard perry
550 bilper ave
Lindenwold, NJ 08012
gerardperry346@gmail.com

From: catherine grippaldi (cgrippaldi43@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
catherine grippaldi
22 baker dr
Helmetta, NJ 08828
cgrippaldi43@gmail.com

From: felipe rebatta (philiprebatta@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
felipe rebatta
138 westfield ave apto 3c
Elizabeth, NJ 07208
philiprebatta@gmail.com

From: heriberto aquino (heribertoaquino20@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
heriberto aquino
7 parkwood dev apt 7 d
South Amboy, NJ 08879
heribertoaquino20@gmail.com

From: clifford carter (cliffcarterservices@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
clifford carter
12 robin ln
West Berlin, NJ 08091
cliffcarterservices@yahoo.com

From: maria mercado (mariamercado187@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
maria mercado
245 passaic ave
Passaic, NJ 07055
mariamercado187@gmail.com

From: roy garlisch (rg784@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
roy garlisch
28 dulles drive
Dumont, NJ 07628
rg784@aol.com

From: gedeon pinedo (gpinedo123.gp@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
gedeon pinedo
74 davison st
Garfield, NJ 07026
gpinedo123.gp@gmail.com

From: judy smith (judy273@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
judy smith
401 east taunton ave
West Berlin, NJ 08091
judy273@comcast.net

From: ryan flynn (r.flynn33@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
ryan flynn
665b plymouth dr
Lakewood, NJ 08701
r.flynn33@gmail.com

From: henry demnis (hed0075@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
henry demnis
501 midship dr
Toms River, NJ 08753
hed0075@comcast.net

From: carol herrmann (carolherrm@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
carol herrmann
30 windsor dr
Little Silver, NJ 07739
carolherrm@aol.com

From: ishan deva (ishandeva100@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
ishan deva
38 chesapeake rd
Monmouth Junction, NJ 08852
ishandeva100@gmail.com

From: mary henderson (mh1890@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
mary henderson
164 reid street
Elizabeth, NJ 07201
mh1890@icloud.com

From: ermelinda samson (melinsamson2007@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
ermelinda samson
33 beacon ave
Jersey City, NJ 07306
melinsamson2007@yahoo.com

From: bella asnis (asnisbella90@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
bella asnis
370 ridgewood blvd n370 ridgewood n
Township of Washington, NJ 07676
asnisbella90@yahoo.com

From: doug hornak (dougingrid91@msn.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
doug hornak
276 cedar knolls rd
Cedar Knolls, NJ 07927
dougingrid91@msn.com

From: renee woodall (nadagabbyteetee@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
renee woodall
360 pennington
Trenton, NJ 08618
nadagabbyteetee@gmail.com

From: arlene garris (arlenegarris3@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
arlene garris
1961 mt carmel blvd
Toms River, NJ 08753
arlenegarris3@gmail.com

From: heidi sumek (pigfuzpol@verizon.net)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
heidi sumek
2039 glassboro cross keys rd
Williamstown, NJ 08094
pigfuzpol@verizon.net

From: kurt labor (klabor1034@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
kurt labor
1034 berkeley ave
Beachwood, NJ 08722
klabor1034@gmail.com

From: giosue danna (gd88@optonline.net)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
giosue danna
100 crease road
Budd Lake, NJ 07828
gd88@optonline.net

From: salvatore stellato (stellato55@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
salvatore stellato
121 prospect ave
Blackwood, NJ 08012
stellato55@hotmail.com

From: martha figueroa (marfi@live.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
martha figueroa
227genevast
Elizabethport, NJ 07206
marfi@live.com

From: kelvin samuels (kelvinsamuels001@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
kelvin samuels
389 bergen ave
Jersey City, NJ 07304
kelvinsamuels001@gmail.com

From: susan wood (susanwood2461@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
susan wood
2 oakdale dr apt526
Middletown, NJ 07748
susanwood2461@icloud.com

From: jack jacobi (jackjacobi@msn.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
jack jacobi
47 hillsdale rf
Edison, NJ 08820
jackjacobi@msn.com

From: karen harris (beachbookin@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
karen harris
1 bridge ave
Red Bank, NJ 07701
beachbookin@yahoo.com

From: elvis gervasoni (ergervasonipainterllc@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
elvis gervasoni
711 green grove pl
Neptune, NJ 07753
ergervasonipainterllc@hotmail.com

From: earline williams (earlinewilliams1541@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
earline williams
1330 mediterranean ave
Atlantic City, NJ 08401
earlinewilliams1541@gmail.com

From: leonard santarsiero (smoogie21@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
leonard santarsiero
744 west third avenue
Runnemede, NJ 08078
smoogie21@yahoo.com

From: kathleen tustin (katetustin4@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
kathleen tustin
306 lake side drive
Swedesboro, NJ 08085
katetustin4@gmail.com

From: taylor heller (theller706@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
taylor heller
119 broadway
Clark, NJ 07066
theller706@gmail.com

From: paula garrett (p6950@optonline.net)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
paula garrett
4 burrows lane
Manalapan, NJ 07726
p6950@optonline.net

From: evelyn melendez (evelynmelendez71@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
evelyn melendez
7 lizette street
Garfield, NJ 07026
evelynmelendez71@gmail.com

From: roberto fuentespena (robnj.bk@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
roberto fuentespena
12 woodland ave
North Brunswick, NJ 08902
robnj.bk@gmail.com

From: judith rose (judith3403@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
judith rose
5 kelowna crt
Toms River, NJ 08757
judith3403@gmail.com

From: siu hom (siuphom@gmail.com)

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Yours sincerely,
siu hom
2 dominik ct
South Amboy, NJ 08879
siuphom@gmail.com

From: rosie mitchell (rosiemitchell303@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
rosie mitchell
310north ave
Garwood, NJ 07027
rosiemitchell303@gmail.com

From: christine izzo (ozzichris44@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
christine izzo
41 center street
High Bridge, NJ 08829
ozzichris44@gmail.com

From: gennaro mirabella (gennaro.mirabella@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
gennaro mirabella
23 wootton road
Essex Fells, NJ 07021
gennaro.mirabella@gmail.com

From: mike felix (michael.felixson@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
mike felix
39 alpine ter
Hillsdale, NJ 07642
michael.felixson@gmail.com

From: charles mcgovern (crm101@mail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
charles mcgovern
565 lathrop ave
Boonton, NJ 07005
crm101@mail.com

From: kevin parnell (kevinparnell72@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
kevin parnell
4a north terrace rd
Columbia, NJ 07832
kevinparnell72@gmail.com

From: paul oliver (mdicroce1421@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
paul oliver
44b oak avenue
Blackwood, NJ 08012
mdicroce1421@gmail.com

From: curly anderson (curlyanderson62@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
curly anderson
706 dover chase blvd
Toms River, NJ 08755
curlyanderson62@gmail.com

From: candice frizalone (candicer5786@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
candice frizalone
40 carole pl
Old Bridge, NJ 08857
candicer5786@gmail.com

From: harold bird (mabi31@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
harold bird
31 atlantic st
Carteret, NJ 07008
mabi31@hotmail.com

From: candy schwartz (candyjs1@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
candy schwartz
50 courtshire dr
Brick, NJ 08723
candyjs1@comcast.net

From: valerie lewis (valmonica52@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
valerie lewis
210 chestnut ave
Oaklyn, NJ 08107
valmonica52@yahoo.com

From: joanne mcconnell (joanneandvince@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
joanne mcconnell
677 chatham rd
Somerdale, NJ 08083
joanneandvince@gmail.com

From: christine letso (cletso@verizon.net)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
christine letso
68 worden ave
Perth Amboy, NJ 08861
cletso@verizon.net

From: stacy rafferty (stacyrafferty2@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
stacy rafferty
3 linn dr
Verona, NJ 07044
stacyrafferty2@gmail.com

From: lawqueisha evans (laqueishae@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
lawqueisha evans
129 n arlington ave
East Orange, NJ 07017
laqueishae@gmail.com

From: kerri postma (kerri.postma0878@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
kerri postma
148 chambers st
Phillipsburg, NJ 08865
kerri.postma0878@gmail.com

From: jeanne dinicola (idreamofjeanne666@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
jeanne dinicola
22 cedar grove road
Annandale, NJ 08801
idreamofjeanne666@gmail.com

From: isabel castellar (iartiles127@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
isabel castellar
249 belleville avenue
Bloomfield, NJ 07003
iartiles127@hotmail.com

From: sharon turner (turner221.st@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
sharon turner
15 merrilee lane
Toms River, NJ 08757
turner221.st@gmail.com

From: ralph liquori (ralphliquori@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
ralph liquori
378 calvin st
Township of Washington, NJ 07676
ralphliquori@yahoo.com

From: sharon taksler (sharay518@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
sharon taksler
3 newton ct
Columbus, NJ 08022
sharay518@gmail.com

From: carolyn dimedio (cad1971@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
carolyn dimedio
43 yale road
Audubon, NJ 08106
cad1971@gmail.com

From: karli mcdonnell (karlimcdonnell@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
karli mcdonnell
98 castleton road
Princeton, NJ 08540
karlimcdonnell@yahoo.com

From: tardk olabi (tolabi@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
tardk olabi
y
Edison, NJ 08817
tolabi@aol.com

From: kris scerbo (scerbokristine17@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
kris scerbo
81 brandywyne dr
Florham Park, NJ 07932
scerbokristine17@gmail.com

From: linda liu (lindal08884@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
linda liu
14 david drive
Manchester, NJ 08759
lindal08884@yahoo.com

From: glenn hammell (glennbob731@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
glenn hammell
939 n.beecham rd.
Williamstown, NJ 08094
glennbob731@aol.com

From: david kulpa (redwolfone@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
david kulpa
200 elm ave
Browns Mills, NJ 08015
redwolfone@comcast.net

From: mary starts (www.marybilly52@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
mary starts
1224 n 21th st
Camden, NJ 08105
www.marybilly52@hotmail.com

From: kathy dianella (kadianella@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
kathy dianella
109 west valley view ave
Hackettstown, NJ 07840
kadianella@gmail.com

From: carol perone (carolsupermom1@optonline.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
carol perone
37 lakeshore drive
Oakland, NJ 07436
carolsupermom1@optonline.net

From: kerriesha williams (kerrieshawilliams@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
kerriesha williams
hooper ave
Brick, NJ 08723
kerrieshawilliams@yahoo.com

From: anthony federico (tfed2000@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
anthony federico
17 edison avenue
Ogdensburg, NJ 07439
tfed2000@gmail.com

From: emerson renato gotardo (ergotardo@gmail.com)

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Yours sincerely,
emerson renato gotardo
1202 autumn dr
Tinton Falls, NJ 07753
ergotardo@gmail.com

From: amy fong (amyofong@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
amy fong
513 bancroft road
Cherry Hill, NJ 08034
amyofong@gmail.com

From: shelley harvey (shellyharvey39@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
shelley harvey
122 basin ave
Brick, NJ 08723
shellyharvey39@yahoo.com

From: james raymond (vin2jim@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
james raymond
100 scales plaza
Clifton, NJ 07013
vin2jim@yahoo.com

From: gregory high (gregoryhigh1963@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
gregory high
210 north grove street
East Orange, NJ 07017
gregoryhigh1963@gmail.com

From: susan digiovanne (digiovanne@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
susan digiovanne
32 dover rd
Westampton, NJ 08060
digiovanne@comcast.net

From: charles rotante (charlesrotante1@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
charles rotante
3474 thistle ave
Toms River, NJ 08753
charlesrotante1@aol.com

From: lisa sapichino (lisasap63@optonline.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
lisa sapichino
36 oakwood drive
Parlin, NJ 08859
lisasap63@optonline.net

From: bryon dey (bryondey@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
bryon dey
417 forrest ave
Lanoka Harbor, NJ 08734
bryondey@gmail.com

From: hector monzon (monzonan@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
hector monzon
515 54th st apt 4d
West New York, NJ 07093
monzonan@gmail.com

From: susan healy (suehealy53@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
susan healy
49 fox hill rd
Branchville, NJ 07826
suehealy53@gmail.com

From: brunilda crespo (crespobrunilda24@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
brunilda crespo
875w browning rd
Bellmawr, NJ 08031
crespobrunilda24@gmail.com

From: erika mendez (erikam2321@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
erika mendez
1970 william st
Union, NJ 07083
erikam2321@gmail.com

From: shawn harris (msharris123@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
shawn harris
648 n pearl st
Bridgeton, NJ 08302
msharris123@gmail.com

From: charles shoemaker (willieshoe50@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
charles shoemaker
84 gramercy place
Southampton, NJ 08088
willieshoe50@gmail.com

From: deborah dunleavymorello (dunleavydeborah@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
deborah dunleavymorello
1486 route 38
Hainesport, NJ 08036
dunleavydeborah@gmail.com

From: joyce winfrey (jwinfrey560@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
joyce winfrey
111 elmwood ter
Elmwood Park, NJ 07407
jwinfrey560@gmail.com

From: barbara schofield (barbaraschofield50@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
barbara schofield
22 spring hill drive
Clementon, NJ 08021
barbaraschofield50@yahoo.com

From: erna celestin (ernacelestin1@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
erna celestin
65 knight ave
Clementon, NJ 08021
ernacelestin1@gmail.com

From: marion lemmon (marionlemmon14@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
marion lemmon
100 muirfield dr apt 1022
Jackson, NJ 08527
marionlemmon14@gmail.com

From: vilma erskine (corvilers@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
vilma erskine
96 montgomery ave
Irvington, NJ 07111
corvilers@yahoo.com

From: valentine rivera (valentiner05@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
valentine rivera
281 polifly road apt 3
Hackensack, NJ 07601
valentiner05@gmail.com

From: beth wagner (wagner@lasalle.edu)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
beth wagner
5 topeka court
Marlton, NJ 08053
wagner@lasalle.edu

From: jason guillaume (haitikidd@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
jason guillaume
42b stenton ct
Trenton, NJ 08610
haitikidd@gmail.com

From: ken kudo (kenkarver@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
ken kudo
182 potomac drive
Basking Ridge, NJ 07920
kenkarver@aol.com

From: ellen hartnett (echmiddletown@msn.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
ellen hartnett
23 bergen street north
North Middletown, NJ 07748
echmiddletown@msn.com

From: judith bleckner (judybleckner@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
judith bleckner
4 wolcott ct
Marlboro, NJ 07746
judybleckner@gmail.com

From: sapana raval (sapanaraval99@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
sapana raval
1900 frontage road
Cherry Hill, NJ 08034
sapanaraval99@gmail.com

From: michele castaldi (broken3132@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
michele castaldi
1108 fairmount ave
Vineland, NJ 08360
broken3132@gmail.com

From: patti johnson (pattipolomchak1@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
patti johnson
390 washington street
Phillipsburg, NJ 08865
pattipolomchak1@gmail.com

From: lisbeth bushell (bushelllisbeth@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
lisbeth bushell
117 france street
Toms River, NJ 08753
bushelllisbeth@gmail.com

From: ana amorim (anaritaamorim1@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
ana amorim
126 chestnut st
Newark, NJ 07105
anaritaamorim1@gmail.com

From: james mccartney (jwmccartney@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
james mccartney
472 ridge rd
West Milford, NJ 07480
jwmccartney@icloud.com

From: manny banks (bway7@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
manny banks
138 monmouth rd
Oakhurst, NJ 07755
bway7@yahoo.com

From: irma medina (irma95404@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
irma medina
314 clinton street
Linden, NJ 07036
irma95404@gmail.com

From: jim carroll (wcarr83759@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
jim carroll
15 palisade blvd
Demarest, NJ 07627
wcarr83759@aol.com

From: robert gorayeb (robertgorayeb@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
robert gorayeb
143claremont ave verona new jersey
Verona, NJ 07044
robertgorayeb@gmail.com

From: cassandra johnson (19cjwj@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
cassandra johnson
6 anchorage court
Atlantic City, NJ 08401
19cjwj@gmail.com

From: sheila warrick (sewarrick803@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
sheila warrick
529 river rd
Teaneck, NJ 07666
sewarrick803@gmail.com

From: janet bowry (jsmtrsb54@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
janet bowry
38 mirror lake dr
Little Egg Harbor Twp, NJ 08087
jsmtrsb54@gmail.com

From: rayna culver (raynateacher@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
rayna culver
4 tudor drive
Burlington, NJ 08016
raynateacher@aol.com

From: elisa todd (elisatodd2008@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
elisa todd
4 sweetwood dr
Randolph, NJ 07869
elisatodd2008@gmail.com

From: ameidar ramirez (ameida_r@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
ameidar ramirez
141 center street
Clifton, NJ 07011
ameida_r@yahoo.com

From: lacisha laws (flossielaws@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
lacisha laws
35 hampton gate dr
Sicklerville, NJ 08081
flossielaws@gmail.com

From: susan finley (sfinley1950@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
susan finley
15290 aspen court
Stanhope, NJ 07874
sfinley1950@aol.com

From: christine leaman (christineleaman229@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
christine leaman
1 clark st apt 409
Hazlet, NJ 07730
christineleaman229@gmail.com

From: tonette lee (tonettelee567@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
tonette lee
1172 s orchard rd
Vineland, NJ 08360
tonettelee567@gmail.com

From: l ray (ray28000@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
l ray
45 s 28th st
Camden, NJ 08105
ray28000@yahoo.com

From: catherine douglas (mammacass0517@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
catherine douglas
5260 landis ave
Vineland, NJ 08360
mammacass0517@yahoo.com

From: roy cain (iccito@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
roy cain
2991hamilton blvd 102
South Plainfield, NJ 07080
iccito@aol.com

From: wanda cruz mendez (mendezwc@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
wanda cruz mendez
229 stewart ave
Kearny, NJ 07032
mendezwc@yahoo.com

From: ronald jones (jonesronald71@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
ronald jones
10 wood st
Wayne, NJ 07470
jonesronald71@gmail.com

From: toni roesch (troesch@njjcps.org)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
toni roesch
21 herman ave
Spotswood, NJ 08884
troesch@njjcps.org

From: laurence dougherty (larry08071@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
laurence dougherty
205. w jersey ave
Pitman, NJ 08071
larry08071@gmail.com

From: jacqueline davis (madcowd55@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
jacqueline davis
126 helena st
Newfield, NJ 08344
madcowd55@yahoo.com

From: peter tamburelli (pttambo10@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
peter tamburelli
26 saint david drive
Toms River, NJ 08757
pttambo10@gmail.com

From: mary domino (maryrose053@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
mary domino
193 prince charles dr
Toms River, NJ 08757
maryrose053@aol.com

From: debbie paulucci (dpaulucci59@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
debbie paulucci
4 renee drive
Egg Harbor Township, NJ 08234
dpaulucci59@comcast.net

From: belinda rasweiler (belindarasweiler@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
belinda rasweiler
101 county road 518
Princeton, NJ 08540
belindarasweiler@gmail.com

From: gurpeet singh (gurpeets781@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
gurpeet singh
196 county road
Cliffwood, NJ 07721
gurpeets781@gmail.com

From: michael haines (mphaines1965@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
michael haines
320 lecato ave
West Deptford, NJ 08086
mphaines1965@gmail.com

From: yvonne preaster (ytp364@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
yvonne preaster
170 isabella ave
Newark, NJ 07106
ytp364@gmail.com

From: jacqueline marinaro (jaxma56@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
jacqueline marinaro
9 huckleberry court
Brick, NJ 08723
jaxma56@yahoo.com

From: denise holmes (deniseholmes11@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
denise holmes
353 van horne st (1)
Jersey City, NJ 07304
deniseholmes11@icloud.com

From: joseph gritski (sk8planbjoexx@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
joseph gritski
383 bridgeton pike
Mullica Hill, NJ 08062
sk8planbjoexx@gmail.com

From: rochelle preston (rochellepreston46@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
rochelle preston
12 kensington rd
Manchester Township, NJ 08759
rochellepreston46@yahoo.com

From: robin mctighe (racegirl27m@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
robin mctighe
710route 206
Bordentown, NJ 08505
racegirl27m@gmail.com

From: helen trabucco (helecraig@optonline.net)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
helen trabucco
55 cooper rd
Oak Ridge, NJ 07438
helecraig@optonline.net

From: fidel cordero (fidelmauricio8@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
fidel cordero
308 clifton ave apartment 3
Newark, NJ 07104
fidelmauricio8@gmail.com

From: darryl austin (darryla068@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
darryl austin
1185-d yorkship square
Camden, NJ 08104
darryla068@gmail.com

From: tawanda ward (tawanda.ward@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors.We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
tawanda ward
650 grove st
Irvington, NJ 07111
tawanda.ward@icloud.com

From: doraliz lopez (doraliz.lopez313@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
doraliz lopez
508 washington st #1
Rahway, NJ 07065
doraliz.lopez313@gmail.com

From: mercedes woods (mmqueens@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
mercedes woods
307 sharon garden ct
Woodbridge, NJ 07095
mmqueens@gmail.com

From: stanley michunovich (stan1124@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
stanley michunovich
66 catherine st a8
Bloomingdale, NJ 07403
stan1124@icloud.com

From: patricia wimmer (wimmerpatricia1973@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
patricia wimmer
3541 bargaintown rd
Egg Harbor Township, NJ 08234
wimmerpatricia1973@gmail.com

From: cecilia mercilliott (ceciliamercilliott@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
cecilia mercilliott
10 courtland drive
Hazlet, NJ 07730
ceciliamercilliott@gmail.com

From: claudia valle (claudiavhc@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
claudia valle
312 quaker church apt h2
Randolph, NJ 07869
claudiavhc@hotmail.com

From: james zisa (zisa333@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
james zisa
28 james place
Lodi, NJ 07644
zisa333@gmail.com

From: John Donahue (johndonahue1234@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
John Donahue
9 Woodlawn Ave
Somers Point, NJ 08244
johndonahue1234@gmail.com

From: Stephen Lyman (slyman@nymaritime.org)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Stephen Lyman
1201 Corbin St
Elizabeth, NJ 07201
slyman@nymaritime.org

From: Bernadette Monari (Virigimo12@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Bernadette Monari
18 B Mill Road
Whiting, NJ 08759
Virigimo12@aol.com

From: Sue Schnaidt (suzy0405@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
Sue Schnaidt
22 Orchard Street
Pompton Lakes, NJ 07442
suzy0405@yahoo.com

From: Rev Eugene Andrews (ChocolateSax82@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Rev Eugene Andrews
325 BECKETT ST
Camden, NJ 08103
ChocolateSax82@yahoo.com

From: James Scanlan (jscanlan1232@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
James Scanlan
30 Sutphin Road Flemington, NJ
Flemington, NJ 08822
jscanlan1232@yahoo.com

From: Kevin Gaviria (lifestylestudio@outlook.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Kevin Gaviria
239 William st
Rahway, NJ 07065
lifestylestudio@outlook.com

From: Lucinda Deichmeister (lucd761@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Lucinda Deichmeister
8 Lakeshore Dr
Oakland, NJ 07436
lucd761@hotmail.com

From: Shirley Klansky (shirlk627@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Shirley Klansky
107 Van Wyk Rd
Lake Hiawatha, NJ 07034
shirlk627@gmail.com

From: Ellen Sona (ebsona@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Ellen Sona
61 Leghorn Ave
Bridgewater, NJ 08807
ebsona@aol.com

From: Aileen Mishkin (Mishkinaileen9@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
Aileen Mishkin
10 heritage court
Towaco, NJ 07082
Mishkinaileen9@gmail.com

From: Michael Parks (parkstrucking2@verizon.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Michael Parks
309 Ronald ave
Glassboro, NJ 08028
parkstrucking2@verizon.net

From: Alexandra Tabibnia (frenchtowntutor@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Alexandra Tabibnia
76 Kingwood avenue
Frenchtown, NJ 08825
frenchtowntutor@gmail.com

From: Laurel Tobin (Ltobin1@verizon.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Laurel Tobin
196 garden drive
South Plainfield, NJ 07080
Ltobin1@verizon.net

From: Mary Burns (totally80sgirl@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Mary Burns
5926 Mulberry Dr Mays Landing
Mays Landing, NJ 08330
totally80sgirl@hotmail.com

From: Peter Gonzalez (pgonzo4799@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Peter Gonzalez
302 sawmill
Brick, NJ 08724
pgonzo4799@gmail.com

From: Eve Nelson-Barry (doberkids2@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Eve Nelson-Barry
6 Cubler court Westville NJ
Westville, NJ 08093
doberkids2@gmail.com

From: Nancy Reese (reese.nancye3000@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Nancy Reese
5308 Garfield Ave
Pennsauken, NJ 08109
reese.nancye3000@gmail.com

From: Douglas Stevens (zepher8d@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Douglas Stevens
219 Laurel road Apt 217
Voorhees, NJ 08043
zepher8d@yahoo.com

From: Sharon Vogel (ertzsharon@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Sharon Vogel
229 Linden Ave
Oaklyn, NJ 08107
ertzsharon@gmail.com

From: Luna Davis (lunabkat@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Luna Davis
7 Columbia drive
Bridgewater, NJ 08807
lunabkat@yahoo.com

From: Roget Price (rogetprice26@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Roget Price
203 West Crescent Ave
Allendale, NJ 07401
rogetprice26@gmail.com

From: Ailee Mishkin (mishkinaileen9@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Ailee Mishkin
10 heritage court
Towaco, NJ 07082
mishkinaileen9@gmail.com

From: Karen Kelly (KarenLKelly202KLK@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Karen Kelly
11 St. John's Ave.
Mount Tabor, NJ 07878
KarenLKelly202KLK@gmail.com

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To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
Karen Kelly
11 St. John's Ave.
Mount Tabor, NJ 07878
KarenLKelly202KLK@gmail.com

From: Victoria Sola (vickisola1@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Victoria Sola
55 Elmwood Terrace
Elmwood Park, NJ 07407
vickisola1@aol.com

From: Denise Ashcraft (denisea@eswtusa.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Denise Ashcraft
655 Franklinville Road
Mullica Hill, NJ 08062
denisea@eswtusa.com

From: Caleb Stone (caleb_stone@ymail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Caleb Stone
25 Ridgedale Avenue Unit 14
Madison, NJ 07940
caleb_stone@ymail.com

From: Shirley Roussey (sp.roussey623@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Shirley Roussey
354 Wilson Avenue
Penns Grove, NJ 08069
sp.roussey623@gmail.com

From: Andrea Huff (andih@eswtusa.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Andrea Huff
512 Redrow Ave
Swedesboro, NJ 08085
andih@eswtusa.com

From: Rome Gopysingh (Crowbox2271@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Rome Gopysingh
776 south Main Street
Phillipsburg, NJ 08865
Crowbox2271@gmail.com

From: Patricia Carman (pvcarmanc@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Patricia Carman
91 Zion Road Egg Harbor Twp
Egg Harbor Township, NJ 08234
pvcarmanc@comcast.net

From: Karen Rossner (krossner61@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Karen Rossner
3718 Church Rd
Mount Laurel, NJ 08054
krossner61@gmail.com

From: Jessica Van Decker (206nchurchcoupons@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Jessica Van Decker
206 N Church Rd
Franklin, NJ 07416
206nchurchcoupons@gmail.com

From: Amy Celento (amycelento@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Amy Celento
70 Newman Ave
Nutley, NJ 07110
amycelento@gmail.com

From: Jennifer Sesnick (jennifersesnick@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Jennifer Sesnick
42 cyli pl
Waldwick, NJ 07463
jennifersesnick@yahoo.com

From: Christine Gill (honeyrose101@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Christine Gill
1024 5th ave toms r6
Toms River, NJ 08757
honeyrose101@aol.com

From: Melissa Cornwall (mcornwall84@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Melissa Cornwall
17 prospect pl
Madison, NJ 07940
mcornwall84@gmail.com

From: K Pinto (seater.shields_0u@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
K Pinto
Ridgewood ave Absecon nj
Absecon, NJ 08205
seater.shields_0u@icloud.com

From: Naomi Auman (nauman89@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Naomi Auman
426 Benner St
Highland Park, NJ 08904
nauman89@gmail.com

From: Helene Marley (marleyhelene@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Helene Marley
313 E 9th Ave
Wildwood, NJ 08260
marleyhelene@yahoo.com

From: Patricia Salmon (pv.salmon@verizon.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Patricia Salmon
43 Alpha Ave
Old Bridge, NJ 08857
pv.salmon@verizon.net

From: Ramona Dellevigne (rdellevigne03@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Ramona Dellevigne
12 Prospect Hill, Apt 1A
Flemington, NJ 08822
rdellevigne03@gmail.com

From: Erica Brinker (Ericajbrinker@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
Erica Brinker
25 Bedminster
Randolph, NJ 07869
Ericajbrinker@gmail.com

From: Jen Singer (jensinger@live.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Jen Singer
28 Riverside Ave 8N
Red Bank, NJ 07701
jensinger@live.com

From: kimberly senatore (kimsenatore@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
kimberly senatore
200 worth street
Iselin, NJ 08830
kimsenatore@comcast.net

From: Christina Lands (tinele70@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Christina Lands
83 oak creek rd
East Windsor, NJ 08520
tinele70@gmail.com

From: Sherry Stover-Volker (sherrydlg@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Sherry Stover-Volker
C1 Tudor Ct
Mount Holly, NJ 08060
sherrydlg@gmail.com

From: Rosa Brito (britorosa301@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Rosa Brito
67 Putnam St, Paterson
Paterson, NJ 07524
britorosa301@gmail.com

From: Douglas Stevens (zepher8d@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Douglas Stevens
219 Laurel road Apt 217, Voorhees, NJ 08043
Voorhees, NJ 08043
zepher8d@yahoo.com

From: Joanne A Manuli (7mp64xfcn6@privaterelay.appleid.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Joanne A Manuli
201 Stacey Drive
Ocean, NJ 07712
7mp64xfcn6@privaterelay.appleid.com

From: Mary Weiss (mweiss0329@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Mary Weiss
137 Arborridge Drive
Forked River, NJ 08731
mweiss0329@gmail.com

From: Jan Voo (voogal@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Jan Voo
336 Paradise Point Way
Forked River, NJ 08731
voogal@yahoo.com

From: Debra Cooke (debracooke50@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Debra Cooke
1436 Old Freehold Rd
Toms River, NJ 08753
debracooke50@gmail.com

From: Kathleen Muench (katmuench@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Kathleen Muench
20 Anna St
Fords, NJ 08863
katmuench@gmail.com

From: Joseph Henderson (hendersonjoseph983@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Joseph Henderson
10 Bradford Avenue (Apartment 14)
Trenton, NJ 08610
hendersonjoseph983@gmail.com

From: Lois Ravotti (lr.smile@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Lois Ravotti
8o Dundee Court
Williamstown, NJ 08094
lr.smile@comcast.net

From: Claire Baney- Tucker (clairebaneytucker@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Claire Baney- Tucker
44 Rodhos St.Toms River
Toms River, NJ 08757
clairebaneytucker@gmail.com

From: Victoria Sola (vickisola1@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Victoria Sola
55 Elmwood Terrace, Elmwood Park, NJ
Elmwood Park, NJ 07407
vickisola1@aol.com

From: Kevin Xie (Kevin.yuxie@gmail.cok)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Kevin Xie
250 BOUVANT Drive
Princeton, NJ 08540
Kevin.yuxie@gmail.cok

From: Denise Savonarola (dsavonarol@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Denise Savonarola
104 Atlantic Ave
Manasquan, NJ 08736
dsavonarol@aol.com

From: Dion Giannicola (njdion@optimum.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Dion Giannicola
1 Oakmont Lane
Jackson, NJ 08527
njdion@optimum.net

From: Christine Gill (Honeyrose101@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Christine Gill
1024 fifth ave
Toms River, NJ 08757
Honeyrose101@aol.com

From: Karen Kelly (KarenLKelly202KLK@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Karen Kelly
11 St. John's Ave.
Mount Tabor, NJ 07878
KarenLKelly202KLK@gmail.com

From: May Faulk (faulk_@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
May Faulk
249 Dukes St
Kearny, NJ 07032
faulk_@hotmail.com

From: Laurel Tobin (ltobin1@verizon.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Laurel Tobin
196 garden drive
South Plainfield, NJ 07080
ltobin1@verizon.net

From: Peter Gonzalez (pgonzo4799@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Peter Gonzalez
302 sawmill
Brick, NJ 08724
pgonzo4799@gmail.com

From: Jessica Van Decker (206nchurchcoupons@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Jessica Van Decker
206 N Church Rd
Franklin, NJ 07416
206nchurchcoupons@gmail.com

From: Patricia Harris (pharris7700@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Patricia Harris
108 Pinetree Lane
Mays Landing, NJ 08330
pharris7700@yahoo.com

From: Kelly Noble (cjreims@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Kelly Noble
63 glenside ave
Scotch Plains, NJ 07076
cjreims@hotmail.com

From: Christine Gill (Honeyrose101@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
Christine Gill
1024 fifth ave
Toms River, NJ 08757
Honeyrose101@aol.com

From: Elsie McKee (elsie.mckee@ptsem.edu)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Elsie McKee
115 Maine Ave
Cherry Hill, NJ 08002
elsie.mckee@ptsem.edu

From: Sharon Mayer (sharonpotter65@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Sharon Mayer
17 Pinetree Ln., MaysLanding
Mays Landing, NJ 08330
sharonpotter65@icloud.com

From: Susan Sinelnik (msjs51@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Susan Sinelnik
70Gardens Ave
Berlin, NJ 08009
msjs51@aol.com

From: Cheryl Lewandoski (tinkerlew721@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Cheryl Lewandoski
76 Fox Chase Lane
Ledgewood, NJ 07852
tinkerlew721@gmail.com

From: Kenneth Kaplan (kennykap@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Kenneth Kaplan
1480 route 46, Apt 231B
Parsippany, NJ 07054
kennykap@aol.com

From: Annmarie Warrelmann (annmarie_warrelmann@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Annmarie Warrelmann
252 Montclair Ave
Newark, NJ 07104
annmarie_warrelmann@yahoo.com

From: Daniel Bill (dbbill69@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Daniel Bill
19 mondamin rd
Highland Lakes, NJ 07422
dbbill69@gmail.com

From: Alexandra Tabibnia (houchart@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
Alexandra Tabibnia
76 Kingwood avenue
Frenchtown, NJ 08825
houchart@gmail.com

From: Megan Pioch (mpioch99@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Megan Pioch
20 Roosevelt Ave
Elmwood Park, NJ 07407
mpioch99@gmail.com

From: rachel citrino (rachelcitrino60@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
rachel citrino
349 Roadstown Greenwich
Bridgeton, NJ 08302
rachelcitrino60@gmail.com

From: Michelle Sanchez (sssiren2k@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Michelle Sanchez
96 Grove St
Montclair, NJ 07042
sssiren2k@comcast.net

From: Tory Principe (tprincipe@financialguide.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Tory Principe
412 hulse Avenue
Brick, NJ 08724
tprincipe@financialguide.com

From: Trina Lehman (til2246@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Trina Lehman
26 Hazelhurst Dr
Voorhees, NJ 08043
til2246@aol.com

From: william Fretz (tfretz85@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
william Fretz
85 Cherry Circle
Blackwood, NJ 08012
tfretz85@gmail.com

From: Elizabeth Bain (elizabethbain@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
Elizabeth Bain
36 Erskine Dr
Morristown, NJ 07960
elizabethbain@hotmail.com

From: Bonnie Sauter-Melson (Bjsauter@comcast.net)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Bonnie Sauter-Melson
16 Dare Lane
Sewell, NJ 08080
Bjsauter@comcast.net

From: Georgean Arsons (ggarsons@verizon.net)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
Georgean Arsons
1566 Ocean Ave Unit 6
Sea Bright, NJ 07760
ggarsons@verizon.net

From: Mercedes Diaz Diaz (m.tostediaz@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
Mercedes Diaz Diaz
1 Diaz ct Franklin park, nj
Franklin Park, NJ 08823
m.tostediaz@gmail.com

From: Sheri Rourke (shrourke@comcast.ner)

To: David Fish (David.Fish@dol.nj.gov)

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Yours sincerely,
Sheri Rourke
304 Brookmead Dr, Cherry Hill
Cherry Hill, NJ 08034
shrourke@comcast.ner

From: Kevin Xie (Kevin.yuxie@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Kevin Xie
250 BOUVANT DRIVE
Princeton, NJ 08540
Kevin.yuxie@gmail.com

From: Kevin Xie (Kevin.yuxie@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

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Kevin Xie
250 BOUVANT DRIVE
Princeton, NJ 08540
Kevin.yuxie@gmail.com

From: Jeannine Puliti (neenieeezi@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Jeannine Puliti
40 Aspen
Bordentown, NJ 08505
neenieeezi@yahoo.com

From: Susan Pinto (susangpinto@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Susan Pinto
206 summit avenue
Jersey City, NJ 07304
susangpinto@gmail.com

From: Jarrett Cloud (jarrettcloud09@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Jarrett Cloud
119 Brooklyn-Stanhope Road
Stanhope, NJ 07874
jarrettcloud09@gmail.com

From: Alexandra Tabibnia (houchart@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Alexandra Tabibnia
76 Kingwood avenue
Frenchtown, NJ 08825
houchart@gmail.com

From: Jamel Holley (Jamelholley@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Jamel Holley
Roselle NJ
Roselle, NJ 07203
Jamelholley@hotmail.com

From: Susan Jackson (sgjjane@proton.me)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Susan Jackson
351 Palisade Ave, Jersey City
Jersey City, NJ 07307
sgjjane@proton.me

From: Thomas Connery (tconnery@rpmwarehouse.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Thomas Connery
2900 Woodbridge Ave.
Edison, NJ 08837
tconnery@rpmwarehouse.com

From: Gil Feldman (gilnyimpact@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Gil Feldman
813 Hemlock Road
Union, NJ 07083
gilnyimpact@gmail.com

From: scott mullins (SCOTT@WORLDLOGISTICSGROUP.COM)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
scott mullins
173 route 526
Allentown, NJ 08501
SCOTT@WORLDLOGISTICSGROUP.COM

From: Melany Silveira (Melany-4705@hotmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Melany Silveira
19 David Court
Colonia, NJ 07067
Melany-4705@hotmail.com

From: Bryan Donohue (bryand@worldlogisticsgroup.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Bryan Donohue
309 AVENUE P REAR
Newark, NJ 07105
bryand@worldlogisticsgroup.com

From: Beverly Shannon (bev@worldlogisticsgroup.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Beverly Shannon
70 Farnwood Rd
Mount Laurel, NJ 08054
bev@worldlogisticsgroup.com

From: Caitlyn White (cait.whitec@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Caitlyn White
107 Pump Branch Road
Berlin, NJ 08009
cait.whitec@gmail.com

From: KELLY ATHINEOS (KALLIOPE710@GMAIL.COM)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
KELLY ATHINEOS
2 SAELM COURT
Manalapan, NJ 07726
KALLIOPE710@GMAIL.COM

From: Janine Hosh (janinehosh@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Janine Hosh
886 ESTATES BLVD
Trenton, NJ 08690
janinehosh@gmail.com

From: Scott Keleher (skeleher@worldlogisticsgroup.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Scott Keleher
38 Hampton Hollow Drive, Perrineville, NJ
Millstone Township, NJ 08535
skeleher@worldlogisticsgroup.com

From: LAUREN DIFILIPPIS (LAUREN@OLYMPIADLINE.COM)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
LAUREN DIFILIPPIS
1602 WALDON COURT
Sicklerville, NJ 08081
LAUREN@OLYMPIADLINE.COM

From: Danielle Marco (danielle@worldlogisticsgroup.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Danielle Marco
19 Brown Lane
New Egypt, NJ 08533
danielle@worldlogisticsgroup.com

From: MATTHEW WEIST (MATT@WORLDLOGISTICSGROUP.COM)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
MATTHEW WEIST
173 ROUTE 526
Allentown, NJ 08501
MATT@WORLDLOGISTICSGROUP.COM

From: Luis Ferreira Luis Ferreira (luis@wolrdlogisticsgroup.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Luis Ferreira Luis Ferreira
18 LAwnwood Ave
Newton, NJ 07860
luis@wolrdlogisticsgroup.com

From: ANTHONY MARCO (AMARCO@WORLDLOGISTICSGROUP.COM)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
ANTHONY MARCO
801 S ATLANTIC AVE
Beach Haven, NJ 08008
AMARCO@WORLDLOGISTICSGROUP.COM

From: David Grelle (nolatrans123@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
David Grelle
419 Garfield Avenue
Mount Ephraim, NJ 08059
nolatrans123@gmail.com

From: Ashley Lawson (alawson@worldlogisticsgroup.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Ashley Lawson
173 Route 526
Allentown, NJ 08501
alawson@worldlogisticsgroup.com

From: Ashley Smith (ashleysmith123b@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Ashley Smith
173 Route 526
Allentown, NJ 08501
ashleysmith123b@gmail.com

From: Richard Werkmeister (richard.werkmeister@outlook.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Richard Werkmeister
Sparta, NJ 07871
richard.werkmeister@outlook.com,
richard.werkmeister@outlook.com

From: Gregory Scott (gregorygjs362@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Gregory Scott
Bayonne, NJ 07002
gregorygjs362@aol.com,
gregorygjs362@aol.com

From: Greg Lodato (jwaydispatch@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Greg Lodato
Union, NJ 07083
jwaydispatch@gmail.com,
jwaydispatch@gmail.com

From: chris wescott (cwescott@nysanet.org)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
chris wescott
Edison, NJ 08837
cwescott@nysanet.org,
cwescott@nysanet.org

From: Edwin Pujols (edwinpujols91@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Edwin Pujols
Newark, NJ 07107
edwinpujols91@gmail.com,
edwinpujols91@gmail.com

From: John Watson (jayjbills_05@yahoo.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
John Watson
Newark, NJ 07104
jayjbills_05@yahoo.com,
jayjbills_05@yahoo.com

From: James Moore (Jamesmoore1969@icloud.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an "ABC" test for independent workers, freelancers, and contractors. We don't need to guess at the consequences of passing such a rule. They have already played out in California under the state's AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. Since AB 5's passage, hundreds of carve outs have been made to the law to protect certain industries from harm & further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement. Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
James Moore
Newark, NJ 07103
Jamesmoore1969@icloud.com,
Jamesmoore1969@icloud.com

From: Michael Bell (Mikebellbc@aol.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Michael Bell
Jersey City, NJ 07304
Mikebellbc@aol.com,
Mikebellbc@aol.com

From: Mohendar Singh (Ravimm28@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Mohendar Singh
Jersey City, NJ 07305
Ravimm28@gmail.com,
Ravimm28@gmail.com

From: Petilot Alvernio (petilotalvernio023@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Petilot Alvernio
Elizabeth, NJ 07208
petilotalvernio023@gmail.com,
petilotalvernio023@gmail.com

From: Ana Corro (18002veronica@gmail.com)

To: David Fish (David.Fish@dol.nj.gov)

SUBJECT LINE: Please oppose N.J.A.C. 12:11

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Yours sincerely,
Ana Corro
Elizabeth, NJ 07202
18002veronica@gmail.com,
18002veronica@gmail.com

From: Dena Gabel
To: Fish, David [DOL]
Subject: [EXTERNAL] Proposed New Rules: N.J.A.C. 12:11, Proposal Number PRN 2025-051
Date: Friday, June 20, 2025 1:10:31 PM

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Good Afternoon Mr. Fish,

Please see attached our comments on the new rules.

https://docs.google.com/document/d/1GHXuW471zM1SsfEg8YJW_3XdyVMYN2Kn/edit?usp=sharing&ouid=103699870313254982398&rtpof=true&sd=true

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Best Regards,
Dena Gabel
Customer Care Manager
Blitz Transportation
Tel: 718-244-0020
email: dispatch@blitztransportation.com

Go to our website to mark empty containers, schedule, monitor & more

Blitz Transportation | 1154 60th Street, Brooklyn, NY 11219 718-244-0020 | Company Directory

Disclaimer: Delivery Orders are considered received, WHEN sender receives Order Acknowledgement from . Sender is responsible to address email correctly.orders@blitztransportation.com

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Once empties are marked on the portal or reported empty by phone/email standard pick up times are 1-2 business days barring any unforeseen circumstances.

1154 60TH STREET
BROOKLYN,NY 11219
Tel: 718-244-0020
Fax: 718-683-3939

June 19, 2025

David Fish, Executive Director, Legal and Regulatory Services
Department of Labor and Workforce Development
PO Box 110, 13th Floor
Trenton, NJ 08625-0110
Fax: (609) 292-8246
Email:

RE: Proposed New Rules: N.J.A.C. 12:11, Proposal Number PRN 2025-051

Dear Mr. Fish,

I am submitting the following comments in strong opposition to Proposed New Rules N.J.A.C. 12:11, Proposal Number PRN 2025-051. I urge the New Jersey Department of Labor to take these comments into consideration and reconsider the rule changes proposed.

As a drayage motor carrier we have worked with both owner operator and employed drivers, this proposal would have a negative impact on me and all residents in the State of New Jersey. My objections are as follows:

From a company model perspective explaining the owner operator model how it promotes productivity instead of an hourly driver being okay to sit in the port for 8 hours waiting. The owner operator wants to do multiple moves a day and makes it happen.

The port authority has a sealink card for each driver, owner operators can be set up with multiple companies and call on a different dispatch company when they would like to work. When one company is quiet, they have an option to call on another company and have work. The productivity is in their will and drive. They don't lose their job when a dispatch company can't provide work, instead they get work elsewhere. When it becomes busy they can switch to the company of their own choice.

Eliminating the owner operator model is killing a free market. The new test standards are not allowing and specifically strain the right to exist with current dynamics and benefits of a free market to drivers, consignees, ports and dispatchers. This is ultimately crippling the ports

because if the majority of the drivers are hourly the congestion and productivity will decrease and work against the supply chain community.

Owner operators can generate 500% more revenue than hourly drivers, actively deliver 250% more than hourly drivers, and they communicate and present themselves to customers like professionals and are proud of their work. In the supply chain community the owner operator model allows for the flexibility needed to keep the supply chain flowing.

In California the labor unions won and killed the Owner Operator model and productivity has died per driver, slower productivity less income per driver slower and less deliveries per day making it harder on the ports, consignee, dispatchers.

Don't allow it to happen in NJ please vote against this new bill setting a standard Klinger off owner operators model, supply chain productivity, ports flow and driver income. Keep it as is so we can keep the largest and most productive port flowing.

- The ABC test is a job-killer that hurts *all* workers.
- The proposal will not protect Independent Contractors—it will *eliminate* them.
- The proposal will cause irrevocable harm to the Supply Chain, eliminating up to 77% of our driver workforce.
- The NJDOL proposal will *not* create jobs, it will destroy them and negatively impact New Jersey's economy, just as similar policies did in California.
- The NJDOL proposal is dangerous and unreasonable.
- The proposal is based on old data and misinterpreted research.
- The DOL's approach lacks clarity and will increase confusion.
- More time and input are needed to address this complex issue.
- The NJDOL proposal ignores Federal policy changes and pending Federal legislation.
- Rules that restrict Independent Contractor work hurt women, seniors, and minorities
- The NJDOL proposal goes too far and will hurt the workers and business owners alike.

For all of the reasons stated above, I urge the New Jersey Department of Labor to reconsider the rule proposal currently set forth.

Thank you.

Ben Reichberg

Ben Reichberg
Director of Optimization and Innovation
Blitz Transportation LLC

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11
Date: Monday, June 23, 2025 11:00:37 AM

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Report Suspicious

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.

Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Oppose N.J.A.C. 12:11
Date: Monday, June 23, 2025 11:00:43 AM

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Report Suspicious

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.

The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

From: Joseph Bernheimer
To: Fish, David [DOL]
Subject: [EXTERNAL] N.J.A.C. 12:11
Date: Monday, June 23, 2025 12:40:07 PM

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Report Suspicious

Dear Executive Director Fish,

Thank you for providing the opportunity to comment on the Department of Labor and Workforce Development's independent contractor regulations.

I am an independent financial advisor, and I am deeply concerned that the regulations will negatively impact the business I worked hard to build. The regulations would force me to become an employee, forfeiting the independence that I value and that is essential to my business and my clients.

As an independent financial advisor, I am required to be associated with a registered broker-dealer firm. But this association is in no way indicative of employment. My clients are mine and I make my own business decisions. In practice, the broker-dealer I am associated with is essentially a service provider for my business, providing me with the technology, compliance, marketing and other tools that help me effectively serve my clients and provide for their financial security and build wealth.

The regulations seem less concerned with whether my business is actually independent – it is – than with strictly applying inflexible indicators that may suggest an employment situation. This approach is poorly suited to assessing the actual independence of financial advisors. The arms-length arrangement that I and other financial advisors have with our independent broker-dealers cannot be structured in a way that fully satisfies these regulations without violating federal and state securities laws designed to protect investors.

Please reconsider these regulations in light of the unintended consequences for New Jersey's independent financial advisors and our clients.

Sincerely,

Joseph Bernheimer
7 Talmadge Ave
Metuchen, NJ 08840
jbernheimer@osaicwealth.com

From: Scott Wiese
To: Fish, David [DOL]
Subject: [EXTERNAL] N.J.A.C. 12:11
Date: Monday, June 23, 2025 12:50:09 PM

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Report Suspicious

Dear Executive Director Fish,

Thank you for the opportunity to comment on the Department of Labor and Workforce Development's proposed regulations on independent contractors.

As an independent financial advisor, I've built a business based on trust, personal service, and long-term relationships with my clients. These proposed rules threaten that foundation by forcing a reclassification that misrepresents the very nature of my work.

Though I'm affiliated with a registered broker-dealer for compliance and regulatory purposes, I remain a business owner — not an employee. I serve my own clients, make independent decisions, and carry the responsibility and risk of operating my own practice. The broker-dealer relationship is mandated under federal and state law and exists to protect investors — not to control or direct my work.

These regulations would upend this carefully balanced system, pushing me toward an employment model that undermines the freedom and flexibility my clients expect. This disconnect between the proposed state labor rules and financial regulations creates confusion, legal risk, and real harm to small business owners like me.

Please reconsider these rules and work toward a solution that recognizes and respects both the independence of our profession and the existing regulatory safeguards that already protect the public.

Sincerely,

Scott Wiese
309 FELLOWSHIP RD STE 200
MOUNT LAUREL, NJ 08054
scott.wiese@lpl.com

From: James Burr
To: Fish, David [DOL]
Subject: [EXTERNAL] N.J.A.C. 12:11
Date: Monday, June 23, 2025 1:00:13 PM

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Report Suspicious

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Thank you for the opportunity to comment on the Department of Labor and Workforce Development's proposed regulations on independent contractors.

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Please reconsider these rules and work toward a solution that recognizes and respects both the independence of our profession and the existing regulatory safeguards that already protect the public.

Sincerely,

James Burr
43 Fox Boro Rd
Wayne, NJ 07470
jburr@lincolninvestment.com

From: Daniel Ballister
To: Fish, David [DOL]
Subject: [EXTERNAL] N.J.A.C. 12:11
Date: Monday, June 23, 2025 1:00:13 PM

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Report Suspicious

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These regulations would upend this carefully balanced system, pushing me toward an employment model that undermines the freedom and flexibility my clients expect. This disconnect between the proposed state labor rules and financial regulations creates confusion, legal risk, and real harm to small business owners like me.

Please reconsider these rules and work toward a solution that recognizes and respects both the independence of our profession and the existing regulatory safeguards that already protect the public.

Sincerely,

Daniel Ballister
7 Yorkshire Ct
Basking Ridge, NJ 07920
daniel.ballister@fdinvestments.com

From: Leslie Beck
To: Fish, David [DOL]
Subject: [EXTERNAL] N.J.A.C. 12:11
Date: Monday, June 23, 2025 1:13:27 PM

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Report Suspicious

Dear Executive Director Fish,

Thank you for providing the opportunity to comment on the Department of Labor and Workforce Development's independent contractor regulations.

I am an independent financial advisor, born and raised in NJ and practicing here for over 20 years. I am deeply concerned that the proposed regulations referenced above will negatively impact the business I worked hard to build. The regulations would force me to become an employee, forfeiting the independence that I value and that is essential to my business and my clients.

As an independent financial advisor, I am required to be associated with a registered broker-dealer firm. But this association is in no way indicative of employment. My clients are mine and I make my own business decisions. In practice, the broker-dealer I am associated with is essentially a service provider for my business, providing me with the technology, compliance, marketing and other tools that help me effectively serve my clients and provide for their financial security and build wealth.

These regulations seem less concerned with whether my business is actually independent – it is – than with strictly applying inflexible indicators that may suggest an employment situation. This approach is poorly suited to assessing the actual independence of financial advisors. The arms-length arrangement that I and other financial advisors have with our independent broker-dealers cannot be structured in a way that fully satisfies these regulations without violating federal and state securities laws designed to protect investors.

Please reconsider these regulations in light of the unintended consequences for New Jersey's independent financial advisors and our clients.

Sincerely,

Leslie Beck
14 Kossuth St
Wallington, NJ 07057
leslie@compasswealthmanagement.net

From: Joseph Cataldo
To: Fish, David [DOL]
Subject: [EXTERNAL] N.J.A.C. 12:11
Date: Monday, June 23, 2025 1:40:08 PM

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Report Suspicious

Dear Executive Director Fish,

Thank you for the opportunity to comment on the Department of Labor and Workforce Development's proposed regulations on independent contractors.

As an independent financial advisor, I've built a business based on trust, personal service, and long-term relationships with my clients. These proposed rules threaten that foundation by forcing a reclassification that misrepresents the very nature of my work.

Though I'm affiliated with a registered broker-dealer for compliance and regulatory purposes, I remain a business owner — not an employee. I serve my own clients, make independent decisions, and carry the responsibility and risk of operating my own practice. The broker-dealer relationship is mandated under federal and state law and exists to protect investors — not to control or direct my work.

These regulations would upend this carefully balanced system, pushing me toward an employment model that undermines the freedom and flexibility my clients expect. This disconnect between the proposed state labor rules and financial regulations creates confusion, legal risk, and real harm to small business owners like me.

Please reconsider these rules and work toward a solution that recognizes and respects both the independence of our profession and the existing regulatory safeguards that already protect the public.

Sincerely,

Joseph Cataldo
31 Hilltop Rd
Basking Ridge, NJ 07920
joseph.cataldo@ironridgewmg.com

From: Richard Dragotta
To: Fish, David [DOL]
Subject: [EXTERNAL] N.J.A.C. 12:11
Date: Monday, June 23, 2025 2:00:09 PM

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Report Suspicious

Dear Executive Director Fish,

Thank you for the opportunity to comment on the Department of Labor and Workforce Development's proposed regulations on independent contractors.

As an independent financial advisor, I've built a business based on trust, personal service, and long-term relationships with my clients. These proposed rules threaten that foundation by forcing a reclassification that misrepresents the very nature of my work.

Though I'm affiliated with a registered broker-dealer for compliance and regulatory purposes, I remain a business owner — not an employee. I serve my own clients, make independent decisions, and carry the responsibility and risk of operating my own practice. The broker-dealer relationship is mandated under federal and state law and exists to protect investors — not to control or direct my work.

These regulations would upend this carefully balanced system, pushing me toward an employment model that undermines the freedom and flexibility my clients expect. This disconnect between the proposed state labor rules and financial regulations creates confusion, legal risk, and real harm to small business owners like me.

Please reconsider these rules and work toward a solution that recognizes and respects both the independence of our profession and the existing regulatory safeguards that already protect the public.

Sincerely,

Richard Dragotta
461 FROM RD STE 386 FL 3
PARAMUS, NJ 07652
richard.dragotta@lplfinancial.com

From: EDWARD DOYLE
To: Fish, David [DOL]
Subject: [EXTERNAL] N.J.A.C. 12:11
Date: Monday, June 23, 2025 2:00:11 PM

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Report Suspicious

Dear Executive Director Fish,

Thank you for providing the opportunity to comment on the Department of Labor and Workforce Development's independent contractor regulations.

I am an independent financial advisor, and I am deeply concerned that the regulations will negatively impact the business I worked hard to build. The regulations would force me to become an employee, forfeiting the independence that I value and that is essential to my business and my clients.

As an independent financial advisor, I am required to be associated with a registered broker-dealer firm. But this association is in no way indicative of employment. My clients are mine and I make my own business decisions. In practice, the broker-dealer I am associated with is essentially a service provider for my business, providing me with the technology, compliance, marketing and other tools that help me effectively serve my clients and provide for their financial security and build wealth.

The regulations seem less concerned with whether my business is actually independent – it is – than with strictly applying inflexible indicators that may suggest an employment situation. This approach is poorly suited to assessing the actual independence of financial advisors. The arms-length arrangement that I and other financial advisors have with our independent broker-dealers cannot be structured in a way that fully satisfies these regulations without violating federal and state securities laws designed to protect investors.

Please reconsider these regulations in light of the unintended consequences for New Jersey's independent financial advisors and our clients.

Sincerely,

EDWARD DOYLE
174 Elkwood Ave
New Providence, NJ 07974
edward.doyle@lpl.com

From: Louis Esposito
To: Fish, David [DOL]
Subject: [EXTERNAL] N.J.A.C. 12:11N.J.A.C. 12:11
Date: Monday, June 23, 2025 2:30:10 PM

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Report Suspicious

Dear Executive Director Fish,

Thank you for considering feedback on the Department of Labor and Workforce Development's proposed independent contractor regulations.

I am a proud independent financial advisor and a small business owner here in New Jersey. I built my practice from the ground up — investing my own capital, taking on the risks, and serving my clients with personalized financial advice. These proposed regulations could undo all of that by reclassifying me as an employee, a designation that doesn't reflect the reality of my business and could force me to give up the autonomy I've worked hard to achieve.

Like other advisors, I must be associated with a broker-dealer to meet federal and state requirements — but this is a legal compliance measure, not an employment relationship. The broker-dealer actually provides me with services that help me meet my clients' needs — similar to how any business might use software, IT, or legal support. I control how I run my business, who I work with, and how I serve my clients.

Mischaracterizing this relationship as employment not only threatens my livelihood but could lead to fewer financial advisors operating in New Jersey — a blow to the local economy and to residents who rely on our expertise. If advisors are pushed out or driven to other states, clients here will suffer.

I urge you to carefully consider the ripple effects these regulations could have on small businesses like mine and on the people we serve every day.

Sincerely,

Louis Esposito
439 Sedge Pl
Brick, NJ 08724
lee@mendhamwealthmanagement.com

From: Robert Rafano
To: Fish, David [DOL]
Subject: [EXTERNAL] N.J.A.C. 12:11
Date: Monday, June 23, 2025 3:00:13 PM

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Report Suspicious

Dear Executive Director Fish,

Thank you for the opportunity to comment on the Department of Labor and Workforce Development's proposed regulations on independent contractors.

As an independent financial advisor, I've built a business based on trust, personal service, and long-term relationships with my clients. These proposed rules threaten that foundation by forcing a reclassification that misrepresents the very nature of my work.

Though I'm affiliated with a registered broker-dealer for compliance and regulatory purposes, I remain a business owner — not an employee. I serve my own clients, make independent decisions, and carry the responsibility and risk of operating my own practice. The broker-dealer relationship is mandated under federal and state law and exists to protect investors — not to control or direct my work.

These regulations would upend this carefully balanced system, pushing me toward an employment model that undermines the freedom and flexibility my clients expect. This disconnect between the proposed state labor rules and financial regulations creates confusion, legal risk, and real harm to small business owners like me.

Please reconsider these rules and work toward a solution that recognizes and respects both the independence of our profession and the existing regulatory safeguards that already protect the public.

Sincerely,

Robert Rafano
32 Fairview Ave
East Brunswick, NJ 08816
rob@ffsadvisor.com

From: Brad Greenbaum
To: Fish, David [DOL]
Subject: [EXTERNAL] N.J.A.C. 12:11N.J.A.C. 12:11
Date: Monday, June 23, 2025 4:10:27 PM

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Report Suspicious

Dear Executive Director Fish,

Thank you for considering feedback on the Department of Labor and Workforce Development's proposed independent contractor regulations.

I am a proud independent financial advisor and a small business owner here in New Jersey. I built my practice from the ground up — investing my own capital, taking on the risks, and serving my clients with personalized financial advice. These proposed regulations could undo all of that by reclassifying me as an employee, a designation that doesn't reflect the reality of my business and could force me to give up the autonomy I've worked hard to achieve.

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Mischaracterizing this relationship as employment not only threatens my livelihood but could lead to fewer financial advisors operating in New Jersey — a blow to the local economy and to residents who rely on our expertise. If advisors are pushed out or driven to other states, clients here will suffer.

I urge you to carefully consider the ripple effects these regulations could have on small businesses like mine and on the people we serve every day.

Sincerely,

Brad Greenbaum
11 Stonybrook Rd
West Caldwell, NJ 07006
brad.greenbaum@altigro.com

From: Sharon Waters
To: Fish, David [DOL]
Subject: Re: [EXTERNAL] Hearing on June 23
Date: Monday, June 23, 2025 5:56:06 PM

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Mr. Fish,
Thank you for the opportunity to testify today. I stayed for the first 49 speakers, and it seemed that almost all the people testifying in favor of the proposed rule were concerned about issues in the construction trades. The people testifying against the proposed rule came from so many industries and such a variety: financial, insurance, writing/communications, tech/app based, trucking. It was pretty stark, actually. Perhaps the NJ Department of Labor and Workforce Development could create a rule that addresses the issues in the construction trades, instead of hurting independent contractors in other industries that don't want this rule?

On Fri, Jun 13, 2025 at 1:44 PM Fish, David [DOL] <David.Fish@dol.nj.gov> wrote:

> Hello, Ms. Waters. We have not yet determined whether it will be necessary to place a time limitation on speakers at the public hearing.
>
> ---
>
> **From:** Sharon Waters <sharon@sharonannwaters.com>
> **Sent:** Friday, June 13, 2025 12:24 PM
> **To:** Fish, David [DOL] <David.Fish@dol.nj.gov>
> **Subject:** Re: [EXTERNAL] Hearing on June 23
>
> Mr. Fish,
>
> As I work on my testimony, can you please give me an idea how much time each person will have to speak? Thank you.
>
> On Fri, May 30, 2025 at 12:24 PM Fish, David [DOL] <David.Fish@dol.nj.gov> wrote:
>
> > Good afternoon, Ms. Waters. This is to confirm receipt of your email. I will include you on the list of speakers for the June 23, 2025 public hearing.

As to how you can testify, following is a link to the notice of public hearing with the date, time and location of the public hearing: https://www.nj.gov/labor/assets/PDFs/Legal%20Notices/Other/NJAC_12_11_(public_notice)_(comment_period_extension)_(public_hearing).pdf.

Please be advised that the Department is also accepting written comments. A written comment may be submitted either hard copy or by email. The Department's physical address and my email address are listed for that purpose in the Notice of Proposal for the new rules. Following is a link to the rule proposal: https://www.nj.gov/labor/assets/PDFs/Legal%20Notices/Notices%20of%20Proposal/57%20N.J.R.%20894_a_.pdf.

Sincerely,

David Fish

Executive Director

Legal and Regulatory Services

NJ Department of Labor and Workforce Development

From: Sharon Waters <sharon@sharonannwaters.com>
Sent: Friday, May 30, 2025 12:08 PM
To: Fish, David [DOL] <David.Fish@dol.nj.gov>
Subject: [EXTERNAL] Hearing on June 23

Hello,

I'd like to testify at the June 23 public hearing about the proposed independent contractor rule. How can I testify? Thank you.

Sharon Waters

SharonAnnWaters.com

From: David Cohen
To: Fish, David [DOL]
Subject: [EXTERNAL] N.J.A.C. 12:11
Date: Monday, June 23, 2025 8:00:27 PM

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Report Suspicious

Dear Executive Director Fish,

Thank you for the opportunity to comment on the Department of Labor and Workforce Development's proposed regulations on independent contractors.

As an independent financial advisor, I've built a business based on trust, personal service, and long-term relationships with my clients. These proposed rules threaten that foundation by forcing a reclassification that misrepresents the very nature of my work.

Though I'm affiliated with a registered broker-dealer for compliance and regulatory purposes, I remain a business owner — not an employee. I serve my own clients, make independent decisions, and carry the responsibility and risk of operating my own practice. The broker-dealer relationship is mandated under federal and state law and exists to protect investors — not to control or direct my work.

These regulations would upend this carefully balanced system, pushing me toward an employment model that undermines the freedom and flexibility my clients expect. This disconnect between the proposed state labor rules and financial regulations creates confusion, legal risk, and real harm to small business owners like me.

Please reconsider these rules and work toward a solution that recognizes and respects both the independence of our profession and the existing regulatory safeguards that already protect the public.

Sincerely,

David Cohen
3 Nicole Dr
Somerset, NJ 08873
david.cohen@sterlingfinancialmgt.com

From: Wieslaw Waszkiewicz
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Monday, June 23, 2025 11:44:37 PM

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Dear Mr. Fish,

I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors.

Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an “ABC” test for independent workers, freelancers, and contractors.

We don’t need to guess at the consequences of passing such a rule. They have already played out in California under the state’s AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish.

Since AB 5’s passage, hundreds of carve outs have been made to the law to protect certain industries from harm – further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey.

The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.

Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.

Yours sincerely,
Wieslaw Waszkiewicz
111 Strong St
Wallington, NJ 07057
Miva@mivadev.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11
Date: Tuesday, June 24, 2025 5:00:38 AM

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I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.

California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11
Date: Tuesday, June 24, 2025 6:00:37 AM

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Report Suspicious

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.

California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Oppose Harmful N.J.A.C. 12:11
Date: Tuesday, June 24, 2025 6:00:47 AM

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I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.

We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

From:	Sharon Waters
To:	Fish, David [DOL]
Subject:	[EXTERNAL] Submission of written comments - N.J.A.C. 12:11 "ABC test"
Date:	Tuesday, June 24, 2025 6:11:47 AM
Attachments:	written testimony - ABC test - NJ Department of Labor and WD - June 2025.pdf

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Mr. Fish,
Attached is my submission of written comments about N.J.A.C. 12:11 "ABC test." Thank you for the opportunity to testify yesterday.

--
Sharon Waters
SharonAnnWaters.com

Below is the testimony I delivered at the June 23 hearing about proposed new rule N.J.A.C. 12:11, commonly referred to as the “ABC test” for independent contractors.

I sat and listened to 46 speakers during six rounds of testimony before I had to leave. Of the 46 speakers, 12 were supportive of the proposed rule and 34 were opposed to it (I’m not counting the translator in the third round who would be a 47th speaker).

What struck me about the testimony is that almost all of the speakers testifying in favor of the proposed rule were concerned about issues and problems in the construction trades: misclassification, exploitation of workers, unfair competitive advantage for companies not following the rules. The people testifying against the proposed rule came from a wide variety of industries: financial, insurance, trucking, retail, writing/communications, tech, app-based. There were even representatives for tow-truck drivers and snow-plow operators testifying against the proposed rule because they are independent contractors (I had no idea, but now I see it).

The contrast was quite stark. It left me wondering why the NJ Department of Labor and Workforce Development, or other state regulatory entity, is not cracking down on the bad actors in construction trades. That’s where the problem seems to be, based on the June 23 testimony. Independent contractors in all the other industries are collateral damage of an effort to address a problem in the construction trades. The NJ Department of Labor and Workforce Development should scrap N.J.A.C. 12:11 and instead create a rule that addresses the issues and problems in the construction trades…without hurting independent contractors in all the other industries who oppose N.J.A.C. 12:11.

TESTIMONY ON JUNE 23:

My name is Sharon Waters and I live in Highlands, New Jersey.

In 2020, I quit my stable job at Montclair State University to become an employee of the Bloomberg 2020 presidential campaign. I worked on the campaign for only one week before Mike Bloomberg dropped out. A week later, the world shut down due to a pandemic – triggering a recession, spiking unemployment, and creating a swirl of worry and fear.

That is when I started my own business.

That transition in March 2020 from a traditional job to creating my own small business as an independent contractor was a monumental shift in my life.

What could have been a disaster when the Bloomberg campaign ended became the best decision I ever made as I launched my freelance writing and editing business. Becoming an entrepreneur during a pandemic, recession and general hell gave me a grit and get-it-done attitude that would have been unimaginable in any other way. My success gave me the confidence to sit here today, testifying in front of you, something I have never done.

Right from the start in 2020, I saw many benefits of freelancing, most notably that fall when my mother was in the hospital for 24 days. I could work at 3 a.m. … or 9 p.m. – often both – from anywhere, so I could be with her during hospital visiting hours. That is a freedom and flexibility most traditional employees do not have.

In 2022, my mom was in the hospital again for an extended period. Then on hospice. Then she died. As an employee, I've had amazing and understanding bosses...but none of them would have given me as much time off as I created for myself as my own boss.

Being an independent contractor has also meant financial success. In 2023 and 2024, I made more money at my freelance business than I have ever made as an employee.

So I do not need protection as an independent contractor.

I negotiate every assignment on my own, so no one is controlling my work nor violating my rights. No client is using loopholes to exploit me. My workplace, which is my home, is safe, and my income is high enough for me to purchase my own health insurance. I contribute to a solo 401K to continue securing my retirement. And by redistributing my hours I’ve created my own “paid” leave for vacations.

This proposed rule threatens all of that. It threatens my livelihood. It threatens what I have built from the pandemic, until now, and well into the future for my successful and thriving business. Being an independent contractor is better than any “job” I’ve ever had. It’s the best professional move I have ever made.

What you are proposing would destroy all of that. None of my clients are going to make me an employee. It makes no sense for them, nor for me. So this proposed rule will not protect me–it will harm my business and likely destroy my livelihood.

The New Jersey Department of Labor states your mission is “Opportunity. Stability. Dignity.”

THAT is what I created for myself by becoming an independent contractor. And THAT is what you are now threatening to take away with this proposed rule.

Please withdraw this proposed rule. It would take away the Opportunity, Stability and Dignity of independent contractors like me.

Sharon Waters
Independent contractor
SharonAnnWaters.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11
Date: Tuesday, June 24, 2025 7:00:35 AM

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Report Suspicious

Dear David Fish,

[highlight=transparent]I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. [/highlight]

[highlight=transparent]Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an “ABC” test for independent workers, freelancers, and contractors.[/highlight]

[highlight=transparent]We don’t need to guess at the consequences of passing such a rule. They have already played out in California under the state’s AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. [/highlight]

[highlight=transparent]Since AB 5’s passage, hundreds of carve outs have been made to the law to protect certain industries from harm – further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. [/highlight]

[highlight=transparent]The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.[/highlight]

[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Yours sincerely,
spencer robinson
43 briar hill drive
Chesilhurst, NJ 08089
spencerrobinson053@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Preserve Job Flexibility in NJ—Oppose N.J.A.C. 12:11
Date: Tuesday, June 24, 2025 8:00:37 AM

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Report Suspicious

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.

Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11
Date: Tuesday, June 24, 2025 8:00:37 AM

This Message Is From an Untrusted Sender
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Report Suspicious

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.

California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Keep NJ Independent Workers Free — Say No to N.J.A.C. 12:11
Date: Tuesday, June 24, 2025 8:00:37 AM

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Report Suspicious

The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.

The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Preserve Job Flexibility in NJ—Oppose N.J.A.C. 12:11
Date: Tuesday, June 24, 2025 8:00:39 AM

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Report Suspicious

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.

Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11!
Date: Tuesday, June 24, 2025 9:00:39 AM

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Report Suspicious

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.

California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11
Date: Tuesday, June 24, 2025 10:00:39 AM

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Report Suspicious

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.

California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11
Date: Tuesday, June 24, 2025 10:00:40 AM

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Report Suspicious

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.

California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

From:	Jeremy Espinosa
To:	Fish, David [DOL]
Subject:	[EXTERNAL] Written Comments - Proposed New Rules: N.J.A.C. 12:11 – Support 57 N.J.R. 894(a), Vol. 9
Date:	Tuesday, June 24, 2025 10:32:46 AM
Attachments:	UFCW Comments to David Fish - NJ DOL and Workforce - NJAC 12-11.pdf

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Report Suspicious

Good morning Executive Director Fish,

I would like to submit the attached comments in support of the proposed new rules: N.J.A.C. 12:11 ABC Test; Independent Contractors. If there are any issues opening the attachment, I would be happy to submit it in a different format.
All the best,

Jeremy Espinosa
Legislative Representative
United Food & Commercial Workers International Union
Legislative & Political Action Department
o. (202) 223-3111 x 1823
c. 202-445-4391
jespinosa@ufcw.org

Fallon Ager Norman, International Vice President
Director, UFCW Region 1 – Northeastern
219 Paterson Avenue, Little Falls NJ 07424
Office (973) 890-0110 ● Fax (973) 890-1956

VIA EMAIL
david.fish@dol.nj.gov

June 23, 2025

Mr. David Fish, Executive Director
Legal and Regulatory Services
New Jersey Department of Labor and Workforce Development
Post Office Box 110, 13th Floor
Trenton NJ 08625-0110

Dear Executive Director Fish:

RE: **Proposed New Rules Regarding Independent Contractors:**
N.J.A.C. 12:11 – Support 57 N.J.R. 894(a), Vol. 9 (May 5, 2025)

The United Food & Commercial Workers International Union (UFCW) strongly supports the proposed regulation by the New Jersey Department of Workforce Development Department ("Department") codifying the state's long-standing "ABC test" because it ensures that workers in third-party delivery services have the same benefits and working conditions as workers in their grocer-owned counterparts. New Jersey's "ABC test" is not new and already passed judicial review by the state's highest court in 1991 and 2022.[1] Because the rule will help deter misclassification of employees and ensure fair wages and benefits for gig workers, UFCW supports the Department's proposal.

Worker misclassification is the practice of labeling a worker as an independent contractor rather than as an employee. Misclassification creates a substandard system of employment that corrodes worker protections and allows businesses to avoid labor regulations and puts workers and the state at a disadvantage. It also allows gig economy employers to avoid paying taxes and benefits available to all workers.[2]

UFCW represents one million members all along the food chain – in grocery stores, meat processing, and in distilleries – and nearly 66,000 workers in New Jersey. Over the past five years, UFCW membership in the e-commerce sector has grown significantly, both within established UFCW employers and in new e-commerce businesses. Today, the union represents tens of thousands of workers in e-commerce fulfilment, including picking, packing, store pickup, and home delivery.

[1] The statute has been in effect since at least 1942. Electrolux Corp. v. Bd. of Rev. (Unemployment Comp. Comm'n), 129 N.J.L. 157 (1942). Its contours have been examined by the New Jersey Supreme Court, and the Department relies heavily on two such cases. Carpet Remnant Warehouse, Inc. v. New Jersey Dep't of Lab., 125 N.J. 567 (1991); E. Bay Drywall, LLC v. Dep't of Lab. & Workforce Dev., 251 N.J. 477 (2022).
[2] https://www.nelp.org/insights-research/app-based-workers-speak-studies-reveal-anxiety-frustration-and-a-desire-for-good-jobs/

Our members experience misclassification in a direct way – particularly in the food retail sector – where we have already seen grocery companies replace the work of store employees that fulfill online grocery orders — the W-2 "personal shoppers" and "e-commerce clerks" — with workers from app-based platforms like DoorDash and Instacart. Over the past several years, employers at the bargaining table have repeatedly told the UFCW that they cannot increase wages and benefits because they have to compete against the gig companies which don't have to pay the same employee costs. These executives complain that they already have lost money providing home delivery, but they would lose even more if they had to use employees to do it. One large UFCW employer laid off thousands of grocery delivery drivers and outsourced those jobs to DoorDash. DoorDash then classified the workers as independent contractors.

Grocery delivery does not have to be done by independent contractors. Grocer-owned delivery services, like Peapod (a service of grocer Ahold-Delhaize) or Safeway's home delivery service, are examples of grocery employers properly classifying their employees. Workers in these services are employees of the company, drive refrigerated company delivery trucks, have all the benefits of employment, and in many cases have the benefit of a union-negotiated collective bargaining agreement. The technological advances made in the grocery industry are a benefit to both consumers and grocers, but there is no reason why technology should trump the rights of workers to fair wages and benefits.

Employers that adhere to labor regulations are at a significant disadvantage relative to app-based management platforms including Instacart, DoorDash, and Uber which can operate with labor costs that are 20-30% lower by misclassifying their workforce.[3] This enables grocery delivery services to save money because they don't have to pay for their workers' health care, unemployment insurance, Social Security, Medicare, and state and local incomes taxes.[4]

Thank you for your leadership in clarifying how to determine independent contractor status under New Jersey's "ABC test" law. This proposed rule provides critical guardrails against employers taking advantage of regulatory loopholes to exploit workers. We support the proposed rule for the clarity it will provide in correcting the gig platform company misclassification of workers.

Sincerely,

/s/ Fallon Ager-Norman
International Vice President
Director, UFCW Region 1 - Northeastern

[3] https://www.epi.org/publication/misclassification-the-abc-test-and-employee-status-the-california-experience-and-its-relevance-to-current-policy-debates/
[4] https://s27147.pcdn.co/wp-content/uploads/Independent-Contractor-Costs.pdf

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 11:01:13 AM

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Report Suspicious

Dear David Fish,

[highlight=transparent]I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. [/highlight]

[highlight=transparent]Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an “ABC” test for independent workers, freelancers, and contractors.[/highlight]

[highlight=transparent]We don’t need to guess at the consequences of passing such a rule. They have already played out in California under the state’s AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. [/highlight]

[highlight=transparent]Since AB 5’s passage, hundreds of carve outs have been made to the law to protect certain industries from harm – further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. [/highlight]

[highlight=transparent]The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.[/highlight]

[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Sincerely,
jerry katzenstein
33crater ave
Wharton, NJ 7885
jerrystotzkatz@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 11:01:14 AM

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Report Suspicious

Dear David Fish,

[highlight=transparent]I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. [/highlight]

[highlight=transparent]Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an “ABC” test for independent workers, freelancers, and contractors.[/highlight]

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[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Sincerely,
edgar muniz
269 desoto place
Fairview, NJ 7022
edgarm310@aol.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Oppose Harmful N.J.A.C. 12:11
Date: Tuesday, June 24, 2025 11:01:14 AM

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I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.

We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 11:01:15 AM

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Report Suspicious

Dear David Fish,

[highlight=transparent]I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. [/highlight]

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[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Sincerely,
sanzari sanzari
2012186189
Carlstadt, NJ 7072
jkas74@verizon.net

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11
Date: Tuesday, June 24, 2025 11:01:15 AM

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Report Suspicious

Dear David Fish,

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[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Yours sincerely,
elaine steele
88 patty bowker road
Tabernacle, NJ 08088
rai1moss@yahoo.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 11:01:16 AM

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Report Suspicious

Dear David Fish,

[highlight=transparent]I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. [/highlight]

[highlight=transparent]Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an “ABC” test for independent workers, freelancers, and contractors.[/highlight]

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[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Sincerely,
richard carradini
18 white birch trl
Rockaway, NJ 7866
rjcarradini@gmail.com

From: Sean O"Brien
To: Fish, David [DOL]
Subject: [EXTERNAL] N.J.A.C. 12:11
Date: Tuesday, June 24, 2025 11:10:10 AM

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Dear Executive Director Fish,

Thank you for the opportunity to comment on the Department of Labor and Workforce Development's proposed regulations on independent contractors.

As an independent financial advisor, I've built a business based on trust, personal service, and long-term relationships with my clients. These proposed rules threaten that foundation by forcing a reclassification that misrepresents the very nature of my work.

Though I'm affiliated with a registered broker-dealer for compliance and regulatory purposes, I remain a business owner — not an employee. I serve my own clients, make independent decisions, and carry the responsibility and risk of operating my own practice. The broker-dealer relationship is mandated under federal and state law and exists to protect investors — not to control or direct my work.

These regulations would upend this carefully balanced system, pushing me toward an employment model that undermines the freedom and flexibility my clients expect. This disconnect between the proposed state labor rules and financial regulations creates confusion, legal risk, and real harm to small business owners like me.

Please reconsider these rules and work toward a solution that recognizes and respects both the independence of our profession and the existing regulatory safeguards that already protect the public.

Sincerely,

Sean O'Brien
11 Caro Ct
Red Bank, NJ 07701
sobrien@obrienwealthmgt.com

From: James Rice
To: Fish, David [DOL]
Subject: [EXTERNAL] N.J.A.C. 12:11
Date: Tuesday, June 24, 2025 11:12:27 AM

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Report Suspicious

Dear Executive Director Fish,

Thank you for providing the opportunity to comment on the Department of Labor and Workforce Development's independent contractor regulations.

I am an independent financial advisor, and I am deeply concerned that the regulations will negatively impact the business I worked hard to build. The regulations would force me to become an employee, forfeiting the independence that I value and that is essential to my business and my clients.

As an independent financial advisor, I am required to be associated with a registered broker-dealer firm. But this association is in no way indicative of employment. My clients are mine and I make my own business decisions. In practice, the broker-dealer I am associated with is essentially a service provider for my business, providing me with the technology, compliance, marketing and other tools that help me effectively serve my clients and provide for their financial security and build wealth.

The regulations seem less concerned with whether my business is actually independent – it is – than with strictly applying inflexible indicators that may suggest an employment situation. This approach is poorly suited to assessing the actual independence of financial advisors. The arms-length arrangement that I and other financial advisors have with our independent broker-dealers cannot be structured in a way that fully satisfies these regulations without violating federal and state securities laws designed to protect investors.

Please reconsider these regulations in light of the unintended consequences for New Jersey's independent financial advisors and our clients.

Sincerely,

James Rice
2100 Cleveland Ave
Wall Township, NJ 07719
jrice@ia-financial.com

From: Thomas Weber
To: Fish, David [DOL]
Subject: [EXTERNAL] N.J.A.C. 12:11
Date: Tuesday, June 24, 2025 11:22:44 AM

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Report Suspicious

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Thank you for the opportunity to comment on the Department of Labor and Workforce Development's proposed regulations on independent contractors.

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These regulations would upend this carefully balanced system, pushing me toward an employment model that undermines the freedom and flexibility my clients expect. This disconnect between the proposed state labor rules and financial regulations creates confusion, legal risk, and real harm to small business owners like me.

Please reconsider these rules and work toward a solution that recognizes and respects both the independence of our profession and the existing regulatory safeguards that already protect the public.

Sincerely,

Thomas Weber
170 W Newell Ave
Rutherford, NJ 07070
tweber@aptam.com

From: Cheryl Ottina
To: Fish, David [DOL]
Cc: Mike Broderick
Subject: [EXTERNAL] Fwd: Scan from PrimeLink
Date: Tuesday, June 24, 2025 11:28:56 AM
Attachments: 06242025112240-0001.pdf

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Report Suspicious

Good Morning David,

Please see attached letter from Teamsters Local Union No. 469 President, Michael Broderick.

Sincerely,
Cheryl Ottina
Office Manager & Bookkeeper
Teamsters Local Union No. 469
3400 Highway 35, Suite 7
Hazlet, NJ 07730
cottina@teamsters469.org
732-888-0100 Ext. 111

Teamsters Local Union No. 469

Affiliated with The International Brotherhood of Teamsters

3400 Highway 35, Suite 7, Hazlet, New Jersey 07730
Telephone: (732) 888-0100 • Fax: (732) 888-1740

Michael Broderick, *President*
Michael Tkatch, *Vice President*
Vincent Minichino, *Secretary-Treasurer*
Christina Montorio, *Recording Secretary*
Joseph Morgan, *Trustee*
Thomas Hillas, *Trustee*
Curtiss Wells, *Trustee*

June 24, 2025

Mr. David Fish, Executive Director

Office of Legal and Regulatory Services

P.O. Box 110, 13th Floor

Trenton, New Jersey 08625-0110

Via email: david.fish@dol.nj.gov

Subject: NJ Department of Labor proposed rule change to

N.J.A.C. 12:11

Mr. David Fish,

On behalf of Teamsters Local 469 and Teamsters Joint Council 73, we express our strong support the NJ Department of Labor proposed rule change to N.J.A.C. 12:11 The new rules at N.J.A.C. 12:11 will codify the NJDOL's interpretation of the ABC test for independent contractor status under the New Jersey Unemployment Compensation Law, the New Jersey Wage and Hour Law, and the New Jersey Wage Payment law, among other New Jersey laws. This Proposal will protect workers' rights and ensure a level playing field for employers across the state.

Federal, state, and local labor laws provide extensive protection for employees, including the minimum wage, overtime pay, eligibility for state and federal unemployment insurance, Workers' Compensation coverage, and employer contributions toward Social Security and Medicare. Many employers, however, exploit the ambiguity in current government regulations to avoid contributing their share toward these worker protections by misclassifying some of their workers as independent contractors rather than as employees.

Misclassification is rampant in many industries where the Teamsters represent employees including construction, ride share and trucking. When employers use the 1099 loophole to misclassify their workers and cheat the system, they gain an unfair economic advantage against the law-abiding companies they compete against. Misclassified workers are prevented from organizing a union and fighting for better conditions. Companies that play by the rules, which are often Teamster companies are often driven out of business because of this unfair competition.

Take for example Toll Global Forwarding, a port trucking company formerly located in Carteret, NJ that hauled containers on and off the ports for years. They were a good Teamster company that provided workers with an hourly rate, healthcare and secure retirement. Toll paid payroll taxes including social security, unemployment and disability. Toll did the same kind of work that many port trucking companies who misclassify their workers do, and ultimately, they were driven out of business by the unfair competition these rule breaking companies engaged in. Toll simply could not compete with the lawbreakers who saved up to 30% on their employment costs and put all the cost for truck

maintenance on the back of the employees by cheating through misclassification. Over 40 workers lost their jobs when Toll closed. A loss not only to Teamsters Local 469, but to the State of New Jersey.

According to a conservative estimate by the US Department of Labor, approximately 1.8 million workers were found to have been misclassified by their employers. In New Jersey, significant work has been conducted to uncover the depth of the practice of misclassification. In 2005, the State Department of Labor Audits found 28,200 workers were misclassified and more than $625 million in unreported wages. Similar efforts the following year found nearly 25,000 workers who were misclassified and identified $565 million in unreported wages. The practice of worker misclassification, which has become more widely used over the last 25 years, costs the federal government approximately $4.7 billion annually and, in just twenty states where dollar amounts have been made available, more than $3.2 billion in lost income and unemployment taxes as well as worker compensation premiums.

Trucking companies New Jersey have rigged the game for too long, forcing skilled workers vital to the economy to take poverty-level wages and toil in dangerous conditions. And these outfits are skirting a host of obligations to profit greatly – at severe cost to the people they hire, the government, the public, and other businesses that play by the rules.

Worker misclassification deprives workers of rights and states of much needed revenue. This proposed rule change will help the NJ Department of Labor crack down on unscrupulous companies that use a 1099 tax loophole to cheat the system, and Teamsters 469 supports the new rules being added to the law.

On behalf of all the represented Teamsters in the state of New Jersey, I wish to thank you for allowing me this time to address this very important issue.

Sincerely,

Michael Broderick

President

Teamsters Local Union No. 469

3400 Highway 35, Suite 7

Hazlet, NJ 07730

mbroderick@teamsters469.org

732-888-0100 ext. 112

Cell: 201-615-0494

From: RAYMOND BOLLEIA
To: Fish, David [DOL]
Subject: [EXTERNAL] N.J.A.C. 12:11
Date: Tuesday, June 24, 2025 11:40:10 AM

This Message Is From an External Sender
This message came from outside your organization.

Report Suspicious

Dear Executive Director Fish,

Thank you for providing the opportunity to comment on the Department of Labor and Workforce Development's independent contractor regulations.

I am an independent financial advisor, and I am deeply concerned that the regulations will negatively impact the business I worked hard to build. The regulations would force me to become an employee, forfeiting the independence that I value and that is essential to my business and my clients.

As an independent financial advisor, I am required to be associated with a registered broker-dealer firm. But this association is in no way indicative of employment. My clients are mine and I make my own business decisions. In practice, the broker-dealer I am associated with is essentially a service provider for my business, providing me with the technology, compliance, marketing and other tools that help me effectively serve my clients and provide for their financial security and build wealth.

The regulations seem less concerned with whether my business is actually independent – it is – than with strictly applying inflexible indicators that may suggest an employment situation. This approach is poorly suited to assessing the actual independence of financial advisors. The arms-length arrangement that I and other financial advisors have with our independent broker-dealers cannot be structured in a way that fully satisfies these regulations without violating federal and state securities laws designed to protect investors.

Please reconsider these regulations in light of the unintended consequences for New Jersey's independent financial advisors and our clients.

Sincerely,

RAYMOND BOLLEIA
424 Coolidge Ave
Township of Washington, NJ 07676
ray.bolleia@lpl.com

From: mary beth gifford
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 11:59:36 AM

This Message Is From an Untrusted Sender
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Report Suspicious

Dear David Fish,

[highlight=transparent]I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. [/highlight]

[highlight=transparent]Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an “ABC” test for independent workers, freelancers, and contractors.[/highlight]

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[highlight=transparent]The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.[/highlight]

[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Yours sincerely,
mary beth gifford
198 westover drive
Delran, NJ 08075
mbgif710@gmail.com

From: jackie warfle
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:00:35 PM

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Yours sincerely,
jackie warfle
112 foam rd
Millville, NJ 08332
112jackiew@gmail.com

From: diana hernandez
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:00:36 PM

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Yours sincerely,
diana hernandez
12 15 saddle river rd
Fair Lawn, NJ 07410
dh151507315@gmail.com

From: darren payton
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:00:36 PM

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Yours sincerely,
darren payton
470 broadway # 209
Bayonne, NJ 07002
apaysinger75@yahoo.com

From: barbara l brady
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:00:37 PM

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Yours sincerely,
barbara l brady
32 danville mounntain road
Great Meadows, NJ 07838
blbrady223@yahoo.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:00:40 PM

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Sincerely,
dale rizzo
39 independence dr
Monroe Township, NJ 8831
drmint1030@aol.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Preserve Job Flexibility in NJ—Oppose N.J.A.C. 12:11
Date: Tuesday, June 24, 2025 12:00:41 PM

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The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.

Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:00:44 PM

This Message Is From an Untrusted Sender
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[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Sincerely,
mildred colon
3716 park ave
Weehawken, NJ 7086
mildred.colon62@yahoo.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:00:44 PM

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Sincerely,
annette akins
60 dwight st
Jersey City, NJ 7305
yvonne9177@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11
Date: Tuesday, June 24, 2025 12:00:44 PM

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Yours sincerely,
jacqueline griggs
205 w arctic ave
Minotola, NJ 08341
jgriggs1950@outlook.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:00:46 PM

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Sincerely,
markand cooke
5 jeffrey way
Piscataway, NJ 8854
mcooke624@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:01:28 PM

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Sincerely,
ruth colmenar
2076 berwyn st.
Union, NJ 7083
ruthcllanes@gmail.com

From: sharon philpot
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:01:35 PM

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Yours sincerely,
sharon philpot
7285 weymouth road
Hammonton, NJ 08037
philpotsharon@gmail.com

From: linda kettel
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:01:39 PM

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Yours sincerely,
linda kettel
105 littleton ave
Newark, NJ 07107
lindahillkettell@gmail.com

From: robin wint
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:03:35 PM

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Yours sincerely,
robin wint
774 grove street
Irvington, NJ 07111
robinwint2022@gmail.com

From: elly alicia
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:06:33 PM

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Yours sincerely,
elly alicia
1401 emma place
Linden, NJ 07036
sazules04@yahoo.com

From: roberta trautweiler
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:06:33 PM

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Report Suspicious

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Yours sincerely,
roberta trautweiler
103 riptide ave
Manahawkin, NJ 08050
extrmrads@yahoo.com

From: gary stevens
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:06:35 PM

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Yours sincerely,
gary stevens
59 marina ln
Brick, NJ 08724
stevens.gary1952@gmail.com

From: jackie unangst
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:07:33 PM

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Yours sincerely,
jackie unangst
593 rt 94
Columbia, NJ 07832
jrpb4@embarqmail.com

From: jeff pattison jr
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:13:07 PM

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Yours sincerely,
jeff pattison jr
131 webb r.d.
Absecon, NJ 08201
jytterbug1340@gmail.com

From: mary beth gifford
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:13:08 PM

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Yours sincerely,
mary beth gifford
198 westover drive
Delran, NJ 08075
mbgif710@gmail.com

From: joanne troiani
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:13:12 PM

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Yours sincerely,
joanne troiani
901 longwood avenue
Cherry Hill, NJ 08002
frankandjoannet@gmail.com

From: barbara l brady
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:13:35 PM

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Yours sincerely,
barbara l brady
32 danville mounntain road
Great Meadows, NJ 07838
blbrady223@yahoo.com

From: janet roberts
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:18:33 PM

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Yours sincerely,
janet roberts
2 emery avenue
Randolph, NJ 07869
robertsjanet384@gmail.com

From: martha mccormick
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:18:34 PM

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Yours sincerely,
martha mccormick
2 bedford terrace
Blackwood, NJ 08012
ndmarty10@hotmail.com

From: joyce hock
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:20:34 PM

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Yours sincerely,
joyce hock
614 sunset place
North Middletown, NJ 07748
joycehock1949@gmail.com

From: dianne phelan
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:24:35 PM

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Yours sincerely,
dianne phelan
4301 talbot way
Robbinsville, NJ 08691
dzphelan@gmail.com

From: melissa tress
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:26:38 PM

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Yours sincerely,
melissa tress
107 pine st
Mount Holly, NJ 08060
melnsam16@gmail.com

From: chamber stable
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:26:39 PM

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Yours sincerely,
chamber stable
677 s 14th st
Newark, NJ 07103
chambers1375@gmail.com

From: tracy brokenboro
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:27:33 PM

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Yours sincerely,
tracy brokenboro
1465 wildwood ave
Camden, NJ 08103
bnbtracychase@gmail.com

From: isaac allman
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:27:35 PM

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Yours sincerely,
isaac allman
289 essex st
Hackensack, NJ 07601
sammivazquez88@gmail.com

From: candice earl
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:29:33 PM

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[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Yours sincerely,
candice earl
436 ridge road
West Milford, NJ 07480
tomcandyearl@gmail.com

From: marty sievers
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:29:35 PM

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Report Suspicious

Dear David Fish,

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Yours sincerely,
marty sievers
4 willow court
Hammonton, NJ 08037
mjls@comcast.net

From: diane pittman
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:30:04 PM

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Yours sincerely,
diane pittman
476 w walnut rd, apt 52
Vineland, NJ 08360
dpittman957@gmail.com

From: ken skistimas
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:30:33 PM

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Yours sincerely,
ken skistimas
537 edpas rd
New Brunswick, NJ 08901
kenskizleo@icloud.com

From: debra thorne
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:30:34 PM

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Yours sincerely,
debra thorne
303 willow court irvington ave
Elizabeth, NJ 07208
debrathorne1956@gmail.com

From: doores guttmann
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:31:32 PM

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Yours sincerely,
doores guttmann
669 clifton ave
Clifton, NJ 07011
doloresguttmann@gmail.com

From: janet roberts
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:32:36 PM

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Yours sincerely,
janet roberts
2 emery avenue
Randolph, NJ 07869
robertsjanet384@gmail.com

From: david marshall
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:33:32 PM

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Yours sincerely,
david marshall
95nt stone street newark new jersey
Newark, NJ 07104
marshall77@gmail.com

From: cheryl reilly
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:33:33 PM

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Yours sincerely,
cheryl reilly
436 giles avenue
Middlesex, NJ 08846
reillycheryl0169@gmail.com

From: laytona blackshear
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:36:33 PM

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Yours sincerely,
laytona blackshear
370 n clinton ave
Trenton, NJ 08638
lblackshear40@gmail.com

From: joyce walerzak
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:38:33 PM

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Yours sincerely,
joyce walerzak
723 whalers cove place
Galloway, NJ 08205
joycewalerzak22@yahoo.com

From: bobbie sloan
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:38:36 PM

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Yours sincerely,
bobbie sloan
520 e front st
Plainfield, NJ 07060
sloanbobbie65@gmail.com

From: jarrod phillips
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:38:39 PM

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Yours sincerely,
jarrod phillips
79 penn st
Bridgeton, NJ 08302
jarrod.phillips23@hotmail.com

From: wanda wilson
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:39:33 PM

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Yours sincerely,
wanda wilson
6 blanchard lane
Sussex, NJ 07461
bobwan730@aol.com

From: chane mcre
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:39:39 PM

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Yours sincerely,
chane mcre
4 elizabeth ave
Montclair, NJ 07112
egypt721@yahoo.com

From: melissa tress
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:40:35 PM

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Yours sincerely,
melissa tress
107 pine st
Mount Holly, NJ 08060
melnsam16@gmail.com

From: angelo mari
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
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Yours sincerely,
angelo mari
3 golf lane
Succasunna, NJ 07876
acmari@optonline.net

From: robert l smith
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:42:00 PM

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Report Suspicious

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Yours sincerely,
robert l smith
18 rivendell road
Marmora, NJ 08223
rsmith9552@aol.com

From: theresa sullivan
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:42:34 PM

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Yours sincerely,
theresa sullivan
12 hancock ct
Montville, NJ 07045
tssulli@gmail.com

From: eric ganguly
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:43:34 PM

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Yours sincerely,
eric ganguly
24 river road apt. 12
Clifton, NJ 07014
eganguly@hotmail.com

From: claudine marshall
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:46:35 PM

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Yours sincerely,
claudine marshall
26 miller st
Montclair, NJ 07042
cmarshall26@verizon.net

From: sandra lacasse
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:47:33 PM

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Yours sincerely,
sandra lacasse
105 blackwell rd
Pennington, NJ 08534
sanlc1@aol.com

From: evendia savage
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:48:36 PM

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Yours sincerely,
evendia savage
83telford street
East Orange, NJ 07018
evendia2000@yahoo.com

From: laytona blackshear
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:49:34 PM

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Yours sincerely,
laytona blackshear
370 n clinton ave
Trenton, NJ 08638
lblackshear40@gmail.com

From: michael somogy
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:49:35 PM

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Yours sincerely,
michael somogy
3213 oakwood dr
Hammonton, NJ 08037
mjsomogy@yahoo.com

From: johanna jones
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:50:32 PM

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Yours sincerely,
johanna jones
40 chambers rd
Cream Ridge, NJ 08514
johannajones.5865@gmail.com

From: mark wiley
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:51:33 PM

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Yours sincerely,
mark wiley
167kingwoodstockton rd
Stockton, NJ 08559
wileysgreenhouse@gmail.com

From: darrin stalling
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:51:34 PM

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Yours sincerely,
darrin stalling
797 route 54
Williamstown, NJ 08094
dstallin@rcsj.edu

From: bobbie sloan
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:52:35 PM

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Yours sincerely,
bobbie sloan
520 e front st
Plainfield, NJ 07060
sloanbobbie65@gmail.com

From: lisa kristiansen
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:53:33 PM

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Yours sincerely,
lisa kristiansen
80 park ave
Jackson, NJ 08527
lkristiansen36@gmail.com

From: kevin burrus
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:53:34 PM

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Yours sincerely,
kevin burrus
114 montgomery st
Bloomfield, NJ 07003
kevinomniburrus@gmail.com

From: tc tolliver
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:55:33 PM

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Yours sincerely,
tc tolliver
2103 alpine trail
Neptune, NJ 07753
tctolliver1@aol.com

From: kathy lapolla
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:55:33 PM

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[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Yours sincerely,
kathy lapolla
472 crawford st
Eatontown, NJ 07724
kathylapolla472@gmail.com

From: susan trifiletti
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:56:35 PM

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Report Suspicious

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Yours sincerely,
susan trifiletti
5803 riverfront drive
Palmyra, NJ 08065
suetrifiletti2@gmail.com

From: janice henshaw
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 12:57:33 PM

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Yours sincerely,
janice henshaw
219 constitution cir
North Brunswick, NJ 08902
jlowellh@optonline.net

From: claudine marshall
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:00:36 PM

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Yours sincerely,
claudine marshall
26 miller st
Montclair, NJ 07042
cmarshall26@verizon.net

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:00:38 PM

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Sincerely,
fredrica barnes
619 court street
Elizabethport, NJ 7206
fredrica_barnes@yahoo.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Protect Workers' Rights: Oppose N.J.A.C. 12:11
Date: Tuesday, June 24, 2025 1:00:39 PM

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I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.

California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:00:41 PM

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Sincerely,
alfie hicks
310 rhode island avenue
East Orange, NJ 7018
hicksalfie@icloud.com

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To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:00:41 PM

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Sincerely,
melissa burnett
98 oak st apt 2616
Clementon, NJ 8021
mdot52@yahoo.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Preserve Job Flexibility in NJ—Oppose N.J.A.C. 12:11
Date: Tuesday, June 24, 2025 1:00:42 PM

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The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.

Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:00:42 PM

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Sincerely,
maria basile
117 e atlantic ave 509
Haddon Heights, NJ 8035
mbasile34@verizon.net

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:00:45 PM

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Sincerely,
sunita mehta
112 hwy 34
Old Bridge, NJ 8857
ssunta@gmail.com

From: trisha longnecker
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:02:36 PM

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Yours sincerely,
trisha longnecker
207 iowa ave
Hainesport, NJ 08036
tyson8185.tj@gmail.com

From: dora nelly gonzalez paz
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:04:35 PM

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Yours sincerely,
dora nelly gonzalez paz
1272 magnolia ave
Camden, NJ 08103
dorangonzalez64@gmail.com

From: barbara raymond
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:04:35 PM

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Yours sincerely,
barbara raymond
26 geneva street
Elizabethport, NJ 07206
barbararaymond@gmail.com

From: glenda piedra
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:04:37 PM

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Yours sincerely,
glenda piedra
501 falcon drive
Absecon, NJ 08201
lumina092@aol.com

From: ralph oliva
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:04:38 PM

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Yours sincerely,
ralph oliva
115 jasmine lane
Williamstown, NJ 08094
fangear162@comcast.net

From: linda francese
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:05:33 PM

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Yours sincerely,
linda francese
128 franklin ave
Seaside Heights, NJ 08751
gramig61149@gmail.com

From: greg marto
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:07:37 PM

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Yours sincerely,
greg marto
82 deer haven rd
Bedminster, NJ 07921
gregpmarto@gmail.com

From: brittany statuto
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:08:34 PM

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Report Suspicious

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Yours sincerely,
brittany statuto
50 may st
Hawthorne, NJ 07506
bstatuto@montenido.com

From: eve littles
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:09:33 PM

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Yours sincerely,
eve littles
23 clarion lane rear door
Newark, NJ 07103
evelynlittles57@gmail.com

From: joyce rozek
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:11:39 PM

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Yours sincerely,
joyce rozek
71 hayward place
Wallington, NJ 07057
rozekjoyce@yahoo.com

From: christine harwood
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:15:36 PM

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Yours sincerely,
christine harwood
231 beck ave
Somerset, NJ 08873
charwood0719@gmail.com

From: james smith
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:18:29 PM

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Yours sincerely,
james smith
225 1/2 6ave
Newark, NJ 07107
jdl10473@gmail.com

From: sherril sakas
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:21:35 PM

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Yours sincerely,
sherril sakas
651 riverview dr
Totowa, NJ 07512
blitztoy@optonline.net

From: kimberly exum
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:21:35 PM

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Yours sincerely,
kimberly exum
460 mercer street
Jersey City, NJ 07302
kexum34@gmail.com

From: lliser martinez
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:21:35 PM

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Yours sincerely,
lliser martinez
646 e 31st st
Paterson, NJ 07513
giselleterrero@gmail.com

From: tony zappulla
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:21:57 PM

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Yours sincerely,
tony zappulla
58 arborridge dr
Forked River, NJ 08731
tonyzap47@gmail.com

From: doris jenkins
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:25:34 PM

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Yours sincerely,
doris jenkins
234 rancocas road
Mount Holly, NJ 08060
dorisjenkins114@gmail.com

From: patricia y
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:25:35 PM

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Yours sincerely,
patricia y
stony hill rd
Eatontown, NJ 07724
triciagill53@gmail.com

From: bob morris
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:27:33 PM

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Yours sincerely,
bob morris
65 n sussex st
Dover, NJ 07801
bobmorris.motown@gmail.com

From: linda libby
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:30:38 PM

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Yours sincerely,
linda libby
74 glen mawr dr
Ewing, NJ 08618
pyewacketnj@aol.com

From: mona thornton
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:31:36 PM

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Yours sincerely,
mona thornton
328 oswald pl
Vauxhall, NJ 07088
mtpreacherwife71@gmail.com

From: dot pisapia
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:34:35 PM

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Yours sincerely,
dot pisapia
509 barron ave
Woodbridge, NJ 07095
dotpisapia@gmail.com

From: mary ann tucker
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:37:39 PM

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Yours sincerely,
mary ann tucker
6 lawton rd
Bridgewater, NJ 08807
matucker2014@gmail.com

From: mohamed shaheen
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:39:35 PM

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Yours sincerely,
mohamed shaheen
12 butternut row
Princeton, NJ 08540
mohamed9striker@yahoo.com

From: rose marie sing
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:44:34 PM

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Yours sincerely,
rose marie sing
1monroe ave
Carteret, NJ 07008
rosemingo4@gmail.com

From: daksha dhanani
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:44:36 PM

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Yours sincerely,
daksha dhanani
56 morgan way
Monroe Township, NJ 08831
daksha1125@gmail.com

From: tammy dunbar
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:44:37 PM

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Yours sincerely,
tammy dunbar
591 valley rd
West Orange, NJ 07052
tammydunbar63@yahoo.com

From: tammie carter
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:44:37 PM

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Yours sincerely,
tammie carter
114 lyons ave
Newark, NJ 07112
tammiedcarter@icloud.com

From: aaron mitchell
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:45:37 PM

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Yours sincerely,
aaron mitchell
301 irvine turner boulevard
Newark, NJ 07108
aaron.mitchell1955@gmail.com

From: nadia julien bowser
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:45:38 PM

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Yours sincerely,
nadia julien bowser
416 s cook ave
Trenton, NJ 08629
jazz203buzzee@yahoo.com

PackWise Consulting
Camas, WA 98607

16 June 2025

David Fish, Executive Director, Legal and Regulatory Services
Department of Labor and Workforce Development
PO Box 110, 13th Floor
Trenton, NJ 08625-0110
Fax: (609) 292-8246
Email: David.Fish@dol.nj.gov

RE: Proposed New Rules: N.J.A.C. 12:11, Proposal Number PRN 2025-051

Dear Mr. Fish,

I am submitting the following comments in strong opposition to Proposed New Rules N.J.A.C. 12:11, Proposal Number PRN 2025-051. I urge the New Jersey Department of Labor to consider these comments and reconsider the proposed rule changes.

As an independent consultant on the West Coast, this proposal would have a negative impact on me and the residents in the State of New Jersey. My objections are as follows:

- The proposal will not protect Independent Contractors—it will eliminate them and also hurt women, seniors, and minorities.
- The NJDOL proposal will not create jobs and will negatively impact New Jersey's economy by eliminating the companies' support systems positions in place for the consulting work I have conducted.
- The proposal will effectively eliminate my ability to contract and conduct virtual training and equipment reviews with companies based in New Jersey.
- Similar policies in California contained requirements that make it easier to prove myself as an independent contract consultant than the proposed New Jersey rules as written.
- The rules state that if I agree to conduct a training class on specific days and times, that will make me an employee of the training company. I worked for 30 years in various companies and have relished my last 10 years as an independent consultant for medical device packaging with no desire to join another company full-time or as a W2 employee.
- More time and input are needed to address the rules in the complex issue of employment.

For the reasons stated above, I urge the New Jersey Department of Labor to reconsider the proposed rule currently under consideration.

Thank you.

Jan Gates, President, PackWise Consulting

From: james finan
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:46:06 PM

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Yours sincerely,
james finan
26 olga b ter
Clifton, NJ 07013
jamesrfinan1@gmail.com

From: lorraine sellitto
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:47:43 PM

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Yours sincerely,
lorraine sellitto
104viera drive
Cedar Knolls, NJ 07927
rain020@optomline.net

From: margaret smith
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:49:33 PM

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Yours sincerely,
margaret smith
196 no.oraton pkwy
East Orange, NJ 07017
mseastorange@comcast.net

From: allen brouwer
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:49:34 PM

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Yours sincerely,
allen brouwer
10 woodland rd
Bayville, NJ 08721
akbrouwer3@gmail.com

From: edna patrick
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:49:34 PM

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Yours sincerely,
edna patrick
22 custer place fl-1 side entrance
Newark, NJ 07112
ednapatrick57@gmail.com

From: francis murphy
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:50:34 PM

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Yours sincerely,
francis murphy
518east main street
Manville, NJ 08835
bearman6420@yahoo.com

From: robert farlow jr
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:50:35 PM

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Yours sincerely,
robert farlow jr
613 market st, gloucester city, nj
Gloucester City, NJ 08030
bobbyfarlow942@gmail.com

From: debra paikoff
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:50:35 PM

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Yours sincerely,
debra paikoff
9409 winchester ave
Margate City, NJ 08402
dspaikoff@comcast.net

From: betty baker
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:54:32 PM

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Report Suspicious

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Yours sincerely,
betty baker
2a bayberry lane
Whiting, NJ 08759
beejaybee@verizon.net

From: ardie ferrell
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:54:36 PM

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Yours sincerely,
ardie ferrell
180 jefferson street
Paterson, NJ 07522
ardieferrell@gmail.com

From: jannette ames
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 1:59:35 PM

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Yours sincerely,
jannette ames
2441 wainwright st
Camden, NJ 08104
jannetteames113@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 2:00:36 PM

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Sincerely,
anne colucci
7 st maryâ€™s drive
Succasunna, NJ 7876
acolucci2122@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 2:00:37 PM

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Sincerely,
eugene dellitalia
18 spotswood ave
Monroe Township, NJ 8831
genebar2@aol.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 2:00:39 PM

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Sincerely,
raymond corbett
37nmaple ave
Marlton, NJ 8053
raymondcorbett077@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 2:00:40 PM

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Sincerely,
john reedy
327 nightingale square
Mays Landing, NJ 8330
retblue1969@yahoo.com

From: porter ritchie
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 2:03:35 PM

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Yours sincerely,
porter ritchie
1 clearbrook dr
Monroe Township, NJ 08831
presenters.osta@gmail.com

From: russell bauman
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 2:03:36 PM

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Yours sincerely,
russell bauman
72 hampton road
Pittstown, NJ 08867
cbauman2000@aol.com

From: anthony velez
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 2:04:32 PM

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Yours sincerely,
anthony velez
320birch hollow drive
Bordentown, NJ 08505
velezant0904@gmail.com

From: elizabeth purswani
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 2:09:33 PM

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Yours sincerely,
elizabeth purswani
206 east church street
Bergenfield, NJ 07621
epurswani@yahoo.com

From: fran rosenbluth
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 2:10:35 PM

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Yours sincerely,
fran rosenbluth
129 amberly dr
Manalapan, NJ 07726
fran.rosenbluth@gmail.com

From: richard miller
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 2:16:34 PM

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Yours sincerely,
richard miller
34 mackenzie lane north
Denville, NJ 07834
bearandren@gmail.com

From: angela jacobs
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 2:16:38 PM

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Yours sincerely,
angela jacobs
20 tomlinson ave
Clementon, NJ 08021
ajacobs626@yahoo.com

From: devon ford
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 2:17:37 PM

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Yours sincerely,
devon ford
8 railroad avenue
Cape May Court House, NJ 08210
devonford71@yahoo.com

From: shawn mclauthlin
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 2:18:33 PM

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Report Suspicious

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Yours sincerely,
shawn mclauthlin
5 everett st
East Brunswick, NJ 08816
getsnolove@aol.com

From: diane kaplan
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 2:18:34 PM

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Report Suspicious

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Yours sincerely,
diane kaplan
486 oak street
Passaic, NJ 07055
diannakaplan9@gmail.com

From: brian ogorman
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 2:27:33 PM

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Yours sincerely,
brian ogorman
479d dartmoor court
Lakewood, NJ 08701
bogorman207@gmail.com

From: michael daisey
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 2:32:34 PM

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Yours sincerely,
michael daisey
6817 black horse pike
Egg Harbor Township, NJ 08234
mikedaifrmnj@yahoo.com

From: robin mcrae
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 2:34:34 PM

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Yours sincerely,
robin mcrae
47 clark street
Hillside, NJ 07205
robinmcrae63@gmail.com

From: ronald lynch
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 2:38:04 PM

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Yours sincerely,
ronald lynch
214 tinder box lane
Marlton, NJ 08053
castle96@verizon.net

From: juan medina
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 2:43:33 PM

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Yours sincerely,
juan medina
819 bayway ave
Elizabeth, NJ 07202
jmedinavargas57@gmail.com

From: rasheea vidal
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 2:52:00 PM

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Yours sincerely,
rasheea vidal
44 woodlawn ave apt 2
Jersey City, NJ 07305
rasheeag24@gmail.com

From: kristine forcillo
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 2:52:39 PM

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Yours sincerely,
kristine forcillo
45 marcellus sve
Manasquan, NJ 08736
kforcillo@gmail.com

From: angela mccormick
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 2:56:38 PM

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Yours sincerely,
angela mccormick
325 evergreen dr
Moorestown, NJ 08057
piscesrule@aol.com

From: charles morris
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 2:58:31 PM

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Yours sincerely,
charles morris
1123 east chestnut ave apt c4
Vineland, NJ 08360
charlesmorris726@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 3:00:36 PM

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Sincerely,
judith reid
178 liberty road
Englewood, NJ 7631
reidjudith45@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 3:00:37 PM

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Sincerely,
jeremy lopez
132 chester avenue
Newark, NJ 7104
jeremylo0926@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 3:00:37 PM

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Sincerely,
felix jay
109 keen street
Paterson, NJ 7524
qquick322@gmail.com

From: jennifer grubecki
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 3:01:37 PM

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Yours sincerely,
jennifer grubecki
108 brookside ave
Cresskill, NJ 07626
jgrubecki0701@gmail.com

From: marie schreiber
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 3:02:35 PM

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Yours sincerely,
marie schreiber
31 n. maple ave.
Marlton, NJ 08053
tunes113@gmail.com

From: jennifer grubecki
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 3:16:34 PM

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Report Suspicious

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Yours sincerely,
jennifer grubecki
108 brookside ave
Cresskill, NJ 07626
jgrubecki0701@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 4:00:36 PM

This Message Is From an Untrusted Sender
You have not previously corresponded with this sender.

Report Suspicious

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Sincerely,
steve rowack
228 spring meadow way
Jamesburg, NJ 8831
steverowack@verizon.net

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Sincerely,
steve carty
3600 nesco rd 08037
Hammonton, NJ 8037
stephencarty67@icloud.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 4:00:38 PM

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Sincerely,
adrian budd
473 redwood ave
Galloway, NJ 8205
adrianbudd088@gmail.com

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Sincerely,
robbin ryan
58 hunters ln
Sparta, NJ 7871
ryan986@ptd.net

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 5:00:50 PM

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Sincerely,
columbus oberry
77 w main st
Somerville, NJ 8876
oberrycolumbus@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Tuesday, June 24, 2025 5:00:52 PM

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Sincerely,
russell auerbach
129 lakeview dr
Old Tappan, NJ 7675
russelljaime@yahoo.com

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To: Fish, David [DOL]
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Date: Tuesday, June 24, 2025 5:00:53 PM

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Sincerely,
ashley wilson
6 ketch court
Little Egg Harbor Twp, NJ 8087
ashley.mize@yahoo.com

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Sincerely,
michelle mowrey
779 south blvd
Phillipsburg, NJ 8865
michelle53102@yahoo.com

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Sincerely,
makayla demarco
476 south laurel avenue
Hazlet Township, NJ 7730
makaylademarco13@gmail.com

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Sincerely,
catherine oreilly
152 s manor ct
Wall Township, NJ 7719
locust_garden@yahoo.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11!
Date: Wednesday, June 25, 2025 5:00:39 AM

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Report Suspicious

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.

California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11
Date: Wednesday, June 25, 2025 5:00:41 AM

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Report Suspicious

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.

California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Keep NJ Independent Workers Free — Say No to N.J.A.C. 12:11
Date: Wednesday, June 25, 2025 6:00:37 AM

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The proposal for N.J.A.C. 12:11 poses a significant risk to New Jersey's freelance and gig economy. This rule, which involves adopting an ABC test for independent contractors, mirrors California's AB 5 which resulted in considerable job displacement and instability.

The choice of flexible work arrangements is cherished by many, with surveys indicating strong satisfaction among independent workers. Adopting N.J.A.C. 12:11 threatens this by trying to impose unsuitable classifications. Let us heed the lessons from California, protect job choice, and oppose this proposal to secure a thriving work environment for independent professionals.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Oppose N.J.A.C. 12:11
Date: Wednesday, June 25, 2025 6:00:42 AM

This Message Is From an Untrusted Sender
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Report Suspicious

I write with urgency to ask for the rejection of the proposed N.J.A.C. 12:11 rule. This modification, introducing an ABC operational test, constitutes a severe threat to independent contractors' livelihoods, bearing potential for widespread job loss comparable to California's AB 5 experience.

The independent workforce in New Jersey is vibrant, with numerous individuals having consciously chosen this path. It's crucial that these voices are acknowledged as they continuously oppose reclassification measures. Let us preserve the work flexibility they value and decline to adopt measures reminiscent of the detrimental AB 5.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11
Date: Wednesday, June 25, 2025 8:01:05 AM

This Message Is From an Untrusted Sender
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Report Suspicious

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.

Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 9:00:48 AM

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Sincerely,
leo guyette
41 hartford road
Whiting, NJ 8759
leo_guyette@yahoo.com

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Date: Wednesday, June 25, 2025 9:00:48 AM

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Sincerely,
poonam mankani
67 barnard
Paramus, NJ 7652
gnankani@hotmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 9:00:51 AM

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[highlight=transparent]Since AB 5’s passage, hundreds of carve outs have been made to the law to protect certain industries from harm – further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. [/highlight]

[highlight=transparent]The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.[/highlight]

[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Sincerely,
barbara tokar
2 hillside drive
Mount Arlington, NJ 7856
bct17@optonline.net

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 10:00:36 AM

This Message Is From an Untrusted Sender
You have not previously corresponded with this sender.

Report Suspicious

Dear David Fish,

[highlight=transparent]I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. [/highlight]

[highlight=transparent]Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an “ABC” test for independent workers, freelancers, and contractors.[/highlight]

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[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Sincerely,
sherry sloat
2145 whitesville rd
Toms River, NJ 8755
sloatsherry76@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11
Date: Wednesday, June 25, 2025 10:00:37 AM

This Message Is From an Untrusted Sender
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Report Suspicious

The introduction of N.J.A.C. 12:11 by the New Jersey Department of Labor signals a troubling potential shift for our independent workforce. By adopting the ABC test, the livelihoods of numerous freelancers and contractors across New Jersey face great uncertainty.

California's experience with AB 5 provides clear evidence of the potential fallout from such measures: job loss and disruption even beyond independent roles. This reality threatens to unsettle those who separate themselves professionally by choice, warranting a decisive stance against this rule. Let us unite to prevent these impacts and support the voices of independent workers today.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Don"t Let N.J.A.C. 12:11 Derail NJ"s Workforce
Date: Wednesday, June 25, 2025 10:00:37 AM

This Message Is From an Untrusted Sender
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Report Suspicious

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.

California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 10:00:38 AM

This Message Is From an Untrusted Sender
You have not previously corresponded with this sender.

Report Suspicious

Dear David Fish,

[highlight=transparent]I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. [/highlight]

[highlight=transparent]Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an “ABC” test for independent workers, freelancers, and contractors.[/highlight]

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[highlight=transparent]The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.[/highlight]

[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Sincerely,
janice geiler
6 kevan pl
Middletown, NJ 7748
janyankees52@aol.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 10:00:38 AM

This Message Is From an Untrusted Sender
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Report Suspicious

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[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Sincerely,
danny ray bryant sr
32pershing ave. apt 2
Carteret, NJ 7008
naeembryant25@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 10:00:39 AM

This Message Is From an Untrusted Sender
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Report Suspicious

Dear David Fish,

[highlight=transparent]I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. [/highlight]

[highlight=transparent]Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an “ABC” test for independent workers, freelancers, and contractors.[/highlight]

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[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Sincerely,
shawn preis
66 danville mountain rd
Great Meadows, NJ 7838
shawnpreisdeerhunter69@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 10:00:41 AM

This Message Is From an Untrusted Sender
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Report Suspicious

Dear David Fish,

[highlight=transparent]I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. [/highlight]

[highlight=transparent]Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an “ABC” test for independent workers, freelancers, and contractors.[/highlight]

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[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Sincerely,
ashley bodon
33 hirsch ave
Trenton, NJ 8690
abodon22@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 10:00:41 AM

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Report Suspicious

Dear David Fish,

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[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Sincerely,
pasquale izzo
425 drew avenue
Lanoka Harbor, NJ 8734
pasquale.c.izzo@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 11:00:50 AM

This Message Is From an Untrusted Sender
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Report Suspicious

Dear David Fish,

[highlight=transparent]I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. [/highlight]

[highlight=transparent]Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an “ABC” test for independent workers, freelancers, and contractors.[/highlight]

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Sincerely,
gertrude mangum
275glenwood ave nj
Bloomfield, NJ 7003
gertrudemangum00@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11!
Date: Wednesday, June 25, 2025 11:00:51 AM

This Message Is From an Untrusted Sender
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Report Suspicious

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.

California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Protect Workers' Rights: Oppose N.J.A.C. 12:11
Date: Wednesday, June 25, 2025 11:00:54 AM

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Report Suspicious

I am compelled to speak out against the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor. By imposing an ABC test, this rule risks dismantling the livelihood and autonomy of independent workers in the state, many of whom are proud of their work based on self-direction and flexibility.

California's AB 5 provides a cautionary tale, revealing extensive economic harms and piecemeal legislative fixes. The overwhelming majority of freelancers and contractors value their independent status, which is under threat from this potential legislation. Support these workers by recognizing their voices and opposing the change.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 11:00:54 AM

This Message Is From an Untrusted Sender
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Report Suspicious

Dear David Fish,

[highlight=transparent]I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. [/highlight]

[highlight=transparent]Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an “ABC” test for independent workers, freelancers, and contractors.[/highlight]

[highlight=transparent]We don’t need to guess at the consequences of passing such a rule. They have already played out in California under the state’s AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. [/highlight]

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[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Sincerely,
patricia fattorusso
93 front st
Paterson, NJ 7522
mookerluvsme@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Preserve Job Flexibility in NJ—Oppose N.J.A.C. 12:11
Date: Wednesday, June 25, 2025 11:00:55 AM

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Report Suspicious

The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.

Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11
Date: Wednesday, June 25, 2025 12:01:01 PM

This Message Is From an Untrusted Sender
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Report Suspicious

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.

Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11
Date: Wednesday, June 25, 2025 12:01:04 PM

This Message Is From an Untrusted Sender
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Report Suspicious

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.

California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 12:01:05 PM

This Message Is From an Untrusted Sender
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Report Suspicious

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[highlight=transparent]I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. [/highlight]

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[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Sincerely,
prahome melvin
471washington street
Newark, NJ 7102
prahomemelvin3@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 12:01:06 PM

This Message Is From an Untrusted Sender
You have not previously corresponded with this sender.

Report Suspicious

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[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Sincerely,
thomas watts
180 norwood ave
Long Branch, NJ 7740
tgwatts128@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 12:01:06 PM

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Sincerely,
kimberly hanna
1104 iger way
Bayville, NJ 8721
kimbelyhanna@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11
Date: Wednesday, June 25, 2025 1:01:06 PM

This Message Is From an Untrusted Sender
You have not previously corresponded with this sender.

Report Suspicious

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.

Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 1:01:09 PM

This Message Is From an Untrusted Sender
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Sincerely,
maureen lambe
39 ramsey avenue
Keansburg, NJ 7734
lholybull@aol.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 1:01:09 PM

This Message Is From an Untrusted Sender
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Report Suspicious

Dear David Fish,

[highlight=transparent]I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. [/highlight]

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Sincerely,
robert keenan
16 chelsea road
Old Bridge, NJ 8857
rkeenanjr@optonline.net

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 1:01:10 PM

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Sincerely,
kate daisey
17 swathmore ave
Gloucester City, NJ 8030
daiseystar8@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 1:01:10 PM

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Sincerely,
james monroe
319 shilling dr
Somerset, NJ 8873
jmonroe30@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 1:01:10 PM

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Sincerely,
norma serio
8 clover ln
Belvidere, NJ 7823
onormjean4@aol.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 1:01:11 PM

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Sincerely,
denise wackes
214 st. james avenue
Merchantville, NJ 8109
deni3282@msn.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 1:01:13 PM

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Sincerely,
tommaso troia
216 water street
Belvidere, NJ 7823
tommasotroia5@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 2:00:50 PM

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Sincerely,
lawrence purvis
118 maple ave
Newark, NJ 7112
purvislawrence16@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 2:00:51 PM

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Sincerely,
maria abouzied
144 passaic ave
Belleville, NJ 7109
mariaabouzied@icloud.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 2:00:51 PM

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Sincerely,
george mortensen
18 clembil court
Perth Amboy, NJ 8861
georgie03578@yahoo.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 2:00:51 PM

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Sincerely,
richard benser
319 palisade ave
Cliffside Park, NJ 7010
bleepyourself1@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 3:00:56 PM

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Sincerely,
daphney job
107 regina ave
Stanhope, NJ 7874
daphey.job@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 3:00:57 PM

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Sincerely,
ostha harley
197 central pl
Orange, NJ 7050
osthaharley@gmail.com

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To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 3:00:57 PM

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Sincerely,
dauda kargbo
159 baier ave apt 45a
Somerset, NJ 8873
daudakargbo77@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 3:00:58 PM

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Sincerely,
murray porigow
1301 laurel oak rd
Voorhees, NJ 8043
mporigow801@comcast.net

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 4:00:39 PM

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Sincerely,
edward mcnamara
4594 tuckahoe rd
Franklinville, NJ 8322
edmac94@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 4:00:40 PM

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[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Sincerely,
maureen beards
124 radtke road
Randolph, NJ 7869
mbeards@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 4:00:40 PM

This Message Is From an Untrusted Sender
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Report Suspicious

Dear David Fish,

[highlight=transparent]I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. [/highlight]

[highlight=transparent]Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an “ABC” test for independent workers, freelancers, and contractors.[/highlight]

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Sincerely,
lori tenen
5 barton creek rd
Jackson, NJ 8527
lbtenen@yahoo.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 4:00:42 PM

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Report Suspicious

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[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Sincerely,
john zofrea
112 pilatus platz unit d
Freehold, NJ 7728
jzof@yahoo.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Wednesday, June 25, 2025 5:02:31 PM

This Message Is From an Untrusted Sender
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Report Suspicious

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Sincerely,
debra walker
60 madison street
Hoboken, NJ 7030
debrawalker17@gmail.com

From: Mike@mikegerri.net
To: Fish, David [DOL]
Subject: [EXTERNAL] Proposed New Rules: N.J.A.C. 12:11
Date: Thursday, June 26, 2025 1:17:32 AM

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Report Suspicious

RE: 57 N.J.R. 894(a)
VOLUME 57, ISSUE 9, MAY 5, 2025

Ten percent of the US workforce works full-time as independent contractors. Another 20 percent works part-time, whether to supplement low-income employee jobs or because they have responsibilities or disabilities that don't allow them to take full-time work. New Jersey's workforce is likely to have a similar breakdown; the state should support such a large portion of its workforce, not restrict it. Instead, your proposed ABC test and accompanying rules explicitly aim at strangling self-employment. If you're successful, you could put most independent workers out of work entirely, with catastrophic effect on families and local economies.

The most dangerous of the test's rules is prong B. It bans us independent contractors from working in our employers' core activities, but that's exactly where our employers need us to work. Put starkly, prong B will end the use of many independent contractors in NJ. We're necessary. We're engineers, architects, project managers, retail and wholesale consultants, internet designers, writers and artists, researchers. We provide critical expertise employers need for a short time, expertise they can't survive without. Preventing us from working hurts your employers and your state's economy as much as it hurts us. Your proposal undermines in NJ employers' chance of success; it dares them to succeed in spite of you.

The factors you propose as guidance for regulators in implementing your rules are equally distressing. They do the opposite of what you say you intend. Your lists of factors replicate the worst features of bureaucratic regulations by providing countless ambiguities in how agencies and stakeholders can meet the rules. Ambiguities like yours are widely known to confuse regulators and give unscrupulous employers numerous loopholes to escape regulation. They're typical of why the ABC test was devised in the first place and why it has been adopted in other ways across the country (the test is used primarily to determine eligibility for a single benefit, usually unemployment, but not for overall employment status as you're doing). What's more, your recommendations on using the factors make no sense. The factors are described as helping courts and regulatory agencies determine workers' status, but you forbid those same courts and agencies from using the factors to determine status. What?!

Simply put, your confusing implimentation of the ABC test is just plain wrong. It will make NJ as much of an embarassment as California. Contrary to what's commonly thought, that state's embarassment didn't flow from its approach to misclassification. Wage workers in California had already been deemed employees before the ABC test was adopted. Rather, the embarassment resulted from applying the ABC test across the full range of workers employed

as independent contractors, just as you're doing here. Your approach is equally flawed and will likely damage NJ's reputation as much as California's.

Why NJ won't be more reasonable about independent contractors and other independent workers is beyond me. I understand why unions are hostile towards us. We take their jobs sometimes and they have no answer to that. It's a serious problem for them, but it's a problem they could solve themselves by adopting a more liberal understanding of solidarity. We're workers too, and we've shown we'll join with unions in coalitions. I myself am in a CWA union that even has a unit for independent workers. There are other approaches, as well, such as making independent workers eligible for the same basic worker benefits as employees. States jealously guard the benefits for no good reason that I can see except to help unions. This confuses and demoralizes workers, forces regulators to be gatekeepers instead of facilitators, unnecessarily increases the risk of working independently, and causes most misclassification snafus. Just give us the benefits and make the all the misclassification problems go away for everyone.

All in all, attacking us is going in the wrong direction. New Jersey is wrong to do it, hurting us and its economy by doing it.

= Mike Bradley
Oakland Cali

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11
Date: Thursday, June 26, 2025 5:00:38 AM

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Report Suspicious

I wish to stress the importance of rejecting the proposed rule N.J.A.C. 12:11 by the New Jersey Department of Labor and Workforce Development. This rule threatens the foundations of independent work by introducing an ABC test that can potentially dismantle the livelihoods of countless individuals who choose to operate as freelancers, independent contractors, and gig workers.

Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11!
Date: Thursday, June 26, 2025 6:01:06 AM

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Report Suspicious

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.

California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11
Date: Thursday, June 26, 2025 6:01:06 AM

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Report Suspicious

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[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Yours sincerely,
meghan parker
5 ephriam rd
Millstone Township, NJ 08510
mg.parker611@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11!
Date: Thursday, June 26, 2025 7:00:42 AM

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Report Suspicious

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California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11
Date: Thursday, June 26, 2025 7:00:42 AM

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Report Suspicious

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.

California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11
Date: Thursday, June 26, 2025 8:00:39 AM

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Report Suspicious

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[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Yours sincerely,
gigi smarra
341b so black horse pike
Bellmawr, NJ 08031
smarragigi@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11
Date: Thursday, June 26, 2025 9:00:39 AM

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Report Suspicious

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Lessons from California show that similar measures under AB 5 led to massive job losses, harming not just independent workers but entire industries. The introduction of such a rule in New Jersey could cause irreversible damage to our local economy. Independent workers thrive under their current flexibility, with a significant portion choosing this path willingly. Let's protect their wishes by opposing this rule.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:00:39 AM

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Sincerely,
kim shannon
304 erial road apt101
Sicklerville, NJ 8081
kshannon237@yahoo.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:00:44 AM

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Sincerely,
monica hopewell
243 n. dr.mlk boulevard
Atlantic City, NJ 8401
dymondgirl711@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:00:47 AM

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Sincerely,
brenda reid
beach avenue
Atlantic City, NJ 8401
brendareid185@gmail.com

From: edna barcenilla
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:18:34 AM

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Report Suspicious

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Yours sincerely,
edna barcenilla
27 ginger dr
Edison, NJ 08837
edna.barcenilla@yahoo.com

From: noemi rivera
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:18:37 AM

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Yours sincerely,
noemi rivera
1812 woodlynne ave
Oaklyn, NJ 08107
nallo-nene6@hotmail.com

From: william ayimadu
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:18:40 AM

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Yours sincerely,
william ayimadu
670 hunterdon st
Newark, NJ 07108
ayimaduwi@gmail.com

From: daniel collazo
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:18:43 AM

This Message Is From an Untrusted Sender
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Report Suspicious

Dear David Fish,

[highlight=transparent]I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. [/highlight]

[highlight=transparent]Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an “ABC” test for independent workers, freelancers, and contractors.[/highlight]

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Yours sincerely,
daniel collazo
3805 myrtle ave
Camden, NJ 08105
collazodaniel2nd@gmail.com

From: lindsay hayes
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:22:43 AM

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Yours sincerely,
lindsay hayes
81union avenue apt4e
Irvington, NJ 07111
lindsayhayes@gmail.com

From: elaine loprete
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:25:35 AM

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Yours sincerely,
elaine loprete
159 vanard drive
Brick, NJ 08723
bella_20002000@yahoo.com

From: donna grosch
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:25:38 AM

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Yours sincerely,
donna grosch
308 green tree rd
Brick, NJ 08724
donnababes@outlook.com

From: tomas pena
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:25:39 AM

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Yours sincerely,
tomas pena
38 n21 street
East Orange, NJ 07017
tomaspenabk@aol.com

From: wayne leino
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:29:34 AM

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Yours sincerely,
wayne leino
40miramar dr
Pennsville, NJ 08070
wleino@msn.com

From: daniel mcshane
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:32:37 AM

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Yours sincerely,
daniel mcshane
701 ridge road apt5
Lyndhurst, NJ 07071
dmcshane321@gmail.com

From: deborah negron
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:34:33 AM

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Yours sincerely,
deborah negron
46 barricklo street
Trenton, NJ 08610
negrl6@aol.com

From: frank evans
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:35:37 AM

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Yours sincerely,
frank evans
573 shark river station rd
Wall Township, NJ 07727
frankevans@gmail.com

From: rebecca mcghee
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:35:39 AM

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Yours sincerely,
rebecca mcghee
1083 sanford ave
Irvington, NJ 07111
rebeccamcghee0@yahoo.com

From: april thornton
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:35:39 AM

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Yours sincerely,
april thornton
1081 trent rd
Camden, NJ 08104
thorntondeane@gmail.com

From: wieslaw rutkiewicz
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:39:49 AM

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Yours sincerely,
wieslaw rutkiewicz
255 mary st
Hackensack, NJ 07601
marecki21255@gmail.com

From: judith walker
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:45:38 AM

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Yours sincerely,
judith walker
305 east franklin avenue
Beverly, NJ 08010
j8619320@gmail.com

From: deborah negron
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:48:36 AM

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deborah negron
46 barricklo street
Trenton, NJ 08610
negrl6@aol.com

From: oyenuga deroju
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:49:36 AM

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Yours sincerely,
oyenuga deroju
911 east front street
Plainfield, NJ 07062
derojuoyenuga1@gmail.com

From: alphonso giles
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:49:37 AM

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Yours sincerely,
alphonso giles
49 hobson st
Newark, NJ 07112
alphonsogiles74@gmail.com

From: rick matson
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:49:39 AM

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Report Suspicious

Dear David Fish,

[highlight=transparent]I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. [/highlight]

[highlight=transparent]Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an “ABC” test for independent workers, freelancers, and contractors.[/highlight]

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[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Yours sincerely,
rick matson
121 prospect ave
Neptune, NJ 07753
farpost22@aol.com

From: george brown
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:50:40 AM

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Yours sincerely,
george brown
29 roselle ave
Cranford, NJ 07016
silverstreak1us@yahoo.com

From: pedro ocasio
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:50:43 AM

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Yours sincerely,
pedro ocasio
245passaic ave.
Passaic, NJ 07055
jupiter_estrella@hotmail.com

From: michael healy
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:51:16 AM

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Yours sincerely,
michael healy
70 hialeah ave
Middletown, NJ 07748
mhealy1@comcast.net

From: charles klosinski
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:52:40 AM

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Yours sincerely,
charles klosinski
62 honeyflower dr
Trenton, NJ 08620
kazreg62@verizon.net

From: sandra fitzgerald
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:59:10 AM

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Yours sincerely,
sandra fitzgerald
135 kendall drive
Parlin, NJ 08859
sandyfitz333@gmail.com

From: yaritza pineda
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:59:39 AM

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Yours sincerely,
yaritza pineda
16 south west ave
Vineland, NJ 08360
pinedayari122210@gmail.com

From: lynette lewis
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:59:41 AM

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Yours sincerely,
lynette lewis
3817 arborwood
Lindenwold, NJ 08021
hcasquite@gmail.com

From: michael thornton
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 9:59:42 AM

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Yours sincerely,
michael thornton
211 myrtle ave
Neptune, NJ 07753
mthornton07753@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:00:48 AM

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Sincerely,
lauralee lucey
127 newbury rd
Howell, NJ 7731
lauraleelucey17@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:00:49 AM

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Sincerely,
eloise chin
137 garrett dr, nj
Long Branch, NJ 7740
eloisechin33393@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:00:50 AM

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Sincerely,
joelle maier
20 beechwood road
Cresskill, NJ 7626
joellemaier@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:00:50 AM

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Sincerely,
mark nixon
303 new jersey rd
Brooklawn, NJ 8030
mnixon@virtua.org

From: michael mooney
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:01:37 AM

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Yours sincerely,
michael mooney
100 frances court
Union, NJ 07083
mmoon13@outlook.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:01:49 AM

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Sincerely,
theresa cormier
8 lena street
Sayreville, NJ 8872
theresalcormier1@gmail.com

From: tonia rahim
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:02:35 AM

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Yours sincerely,
tonia rahim
162 humbolt sy
Trenton, NJ 08618
toniarenee4403@icloud.com

From: cheryl rose
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:02:36 AM

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Report Suspicious

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Yours sincerely,
cheryl rose
100 perry rd
Woodbine, NJ 08270
babybearccc@hotmail.com

From: veronica jones
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:03:34 AM

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Report Suspicious

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Yours sincerely,
veronica jones
1341 north ave
Elizabeth, NJ 07208
ronhaz560@gmail.com

From: katrina lee
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:04:34 AM

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Yours sincerely,
katrina lee
2023 milton ave
Neptune, NJ 07753
leekatrina568@gmail.com

From: kim toscano
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:05:03 AM

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Yours sincerely,
kim toscano
122 magee ave
Lavallette, NJ 08735
ktoscano158@aol.com

From: cynthia polk
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:05:34 AM

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Yours sincerely,
cynthia polk
330 s hook rd
Pennsville, NJ 08070
cyndypolk@hotmail.com

From: jessica santiago
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:07:34 AM

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Yours sincerely,
jessica santiago
12 commodore ct
Barnegat, NJ 08005
puertorican78chocolate30@yahoo.com

From: ellen marshall
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:10:05 AM

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Yours sincerely,
ellen marshall
4d dennison drive
East Windsor, NJ 08520
elmknitter1@gmail.com

From: ryan applegate
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:10:34 AM

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Yours sincerely,
ryan applegate
2528 tilton rd 84
Egg Harbor Township, NJ 08234
cody.applegate@yahoo.com

From: dawn ward
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:10:35 AM

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Yours sincerely,
dawn ward
2813 roosevelt st
Wall Township, NJ 07719
bklynpeachez@aol.com

From: jackie prado
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:13:33 AM

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Yours sincerely,
jackie prado
79 westview rd
Wayne, NJ 07470
jacquiet69@yahoo.com

From: linda roman
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:13:35 AM

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Yours sincerely,
linda roman
52 carroll ave
Williamstown, NJ 08094
lindaroman192@gmail.com

From: nicole horn
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:14:35 AM

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Yours sincerely,
nicole horn
909 curtis drive
Pennsville, NJ 08070
nicolel_1218@yahoo.com

From: sheila goodis
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:15:35 AM

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Yours sincerely,
sheila goodis
7301 marshall avenue
Ventnor City, NJ 08406
sgoodis6@icloud.com

From: anita schellinger
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:17:44 AM

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Yours sincerely,
anita schellinger
315 stites ave
Cape May Court House, NJ 08210
anitaschellinger1260@gmail.com

From: anthony bersito
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:19:34 AM

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Yours sincerely,
anthony bersito
209 winding way rd
Stratford, NJ 08084
ajbersito@gmail.com

From: angelica pierre
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:20:34 AM

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Yours sincerely,
angelica pierre
177 vinton circle
Fanwood, NJ 07023
lauraangelicapierre@gmail.com

From: tony albano
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:20:36 AM

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[highlight=transparent]Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an “ABC” test for independent workers, freelancers, and contractors.[/highlight]

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[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Yours sincerely,
tony albano
153 indiana ave
Blackwood, NJ 08012
aal020692@gmail.com

From: john lawrence
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:20:41 AM

This Message Is From an Untrusted Sender
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Report Suspicious

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Yours sincerely,
john lawrence
117 pamphylia ave
Bridgeton, NJ 08302
flick92858@gmail.com

From: ashley moran
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:20:43 AM

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Report Suspicious

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Yours sincerely,
ashley moran
55 point pleasant ave
Marmora, NJ 08223
michellemoran2011@gmail.com

From: joycjoyce wiesemann
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:22:35 AM

This Message Is From an Untrusted Sender
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Yours sincerely,
joycjoyce wiesemann
9 s main st
Barnegat, NJ 08005
jjw50th@gmail.com

From: frank rosen
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:23:33 AM

This Message Is From an Untrusted Sender
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Yours sincerely,
frank rosen
#10 kearny avenue, apt.#6a
Edison, NJ 08817
frosenwork121@gmail.com

From: lisa reynolds
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:23:36 AM

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Yours sincerely,
lisa reynolds
1304
Camden, NJ 08104
lisareynolds0624@gmail.com

From: guilletma quintana
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:24:34 AM

This Message Is From an Untrusted Sender
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Yours sincerely,
guilletma quintana
212franklin avenue
Nutley, NJ 07110
guillerma42794@gmail.com

From: cynthia matarazzo
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:25:35 AM

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Yours sincerely,
cynthia matarazzo
14 oakdale rd
Jersey City, NJ 07305
cyn0642@gmail.com

From: wuandalin elsayed
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:27:34 AM

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Yours sincerely,
wuandalin elsayed
388 river drive
Garfield, NJ 07026
jade1444@gmail.com

From: junior gardner
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:27:35 AM

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Yours sincerely,
junior gardner
592 sudbury ln, bridgewater, nj 088
Bridgewater, NJ 40245
christine.fourteau@gmail.com

From: rosemarie durant
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:29:34 AM

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Report Suspicious

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Yours sincerely,
rosemarie durant
889 westminster drive
Toms River, NJ 08753
artielover@icloud.com

From: susan smithrooney
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:29:35 AM

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Yours sincerely,
susan smithrooney
100 muirfield rd
Jackson, NJ 08527
cocosmith116@gmail.com

From: tobyas washington
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:30:34 AM

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Yours sincerely,
tobyas washington
1827s s 4th st
Camden, NJ 08104
tobyas306@gmail.com

From: romel madduma
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:32:34 AM

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Yours sincerely,
romel madduma
5 e woodland ave
Absecon, NJ 08201
rmadduma1@hotmail.com

From: rolando chan
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 10:32:35 AM

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Yours sincerely,
rolando chan
9 dogwood court
Cliffwood, NJ 07721
rrchan@optonline.net

From: peter sclavo
To: Fish, David [DOL]
Subject: [EXTERNAL] N.J.A.C. 12:11
Date: Thursday, June 26, 2025 10:40:12 AM

This Message Is From an External Sender
This message came from outside your organization.

Report Suspicious

Dear Executive Director Fish,

Thank you for the opportunity to comment on the Department of Labor and Workforce Development's proposed regulations on independent contractors.

As an independent financial advisor, I've built a business based on trust, personal service, and long-term relationships with my clients. These proposed rules threaten that foundation by forcing a reclassification that misrepresents the very nature of my work.

Though I'm affiliated with a registered broker-dealer for compliance and regulatory purposes, I remain a business owner — not an employee. I serve my own clients, make independent decisions, and carry the responsibility and risk of operating my own practice. The broker-dealer relationship is mandated under federal and state law and exists to protect investors — not to control or direct my work.

These regulations would upend this carefully balanced system, pushing me toward an employment model that undermines the freedom and flexibility my clients expect. This disconnect between the proposed state labor rules and financial regulations creates confusion, legal risk, and real harm to small business owners like me.

Please reconsider these rules and work toward a solution that recognizes and respects both the independence of our profession and the existing regulatory safeguards that already protect the public.

Sincerely,

peter sclavo
12 Dorchester Rd
Eastchester, NY 10709
peter.sclavo@lpl.com

From: John Clarke
To: Fish, David [DOL]
Subject: [EXTERNAL] N.J.A.C. 12:11N.J.A.C. 12:11
Date: Thursday, June 26, 2025 10:40:12 AM

This Message Is From an External Sender
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Report Suspicious

Dear Executive Director Fish,

Thank you for considering feedback on the Department of Labor and Workforce Development's proposed independent contractor regulations.

I am a proud independent financial advisor and a small business owner here in New Jersey. I built my practice from the ground up — investing my own capital, taking on the risks, and serving my clients with personalized financial advice. These proposed regulations could undo all of that by reclassifying me as an employee, a designation that doesn't reflect the reality of my business and could force me to give up the autonomy I've worked hard to achieve.

Like other advisors, I must be associated with a broker-dealer to meet federal and state requirements — but this is a legal compliance measure, not an employment relationship. The broker-dealer actually provides me with services that help me meet my clients' needs — similar to how any business might use software, IT, or legal support. I control how I run my business, who I work with, and how I serve my clients.

Mischaracterizing this relationship as employment not only threatens my livelihood but could lead to fewer financial advisors operating in New Jersey — a blow to the local economy and to residents who rely on our expertise. If advisors are pushed out or driven to other states, clients here will suffer.

I urge you to carefully consider the ripple effects these regulations could have on small businesses like mine and on the people we serve every day.

Sincerely,

John Clarke
147 Maple Rd
West Milford, NJ 07480
john.clarke@lpl.com

From: Paul Jetter
To: Fish, David [DOL]
Subject: [EXTERNAL] N.J.A.C. 12:11
Date: Thursday, June 26, 2025 10:40:12 AM

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Report Suspicious

Dear Executive Director Fish,

Thank you for the opportunity to comment on the Department of Labor and Workforce Development's proposed regulations on independent contractors.

As an independent financial advisor, I've built a business based on trust, personal service, and long-term relationships with my clients. These proposed rules threaten that foundation by forcing a reclassification that misrepresents the very nature of my work.

Though I'm affiliated with a registered broker-dealer for compliance and regulatory purposes, I remain a business owner — not an employee. I serve my own clients, make independent decisions, and carry the responsibility and risk of operating my own practice. The broker-dealer relationship is mandated under federal and state law and exists to protect investors — not to control or direct my work.

These regulations would upend this carefully balanced system, pushing me toward an employment model that undermines the freedom and flexibility my clients expect. This disconnect between the proposed state labor rules and financial regulations creates confusion, legal risk, and real harm to small business owners like me.

Please reconsider these rules and work toward a solution that recognizes and respects both the independence of our profession and the existing regulatory safeguards that already protect the public.

Sincerely,

Paul Jetter
6 Monterey Ct
Holmdel, NJ 07733
paul.jetter@LPL.com

From: George Jenkins
To: Fish, David [DOL]
Subject: [EXTERNAL] N.J.A.C. 12:11N.J.A.C. 12:11
Date: Thursday, June 26, 2025 10:50:09 AM

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Dear Executive Director Fish,

Thank you for considering feedback on the Department of Labor and Workforce Development's proposed independent contractor regulations.

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Sincerely,

George Jenkins
39 Glen Stewart Dr
Ewing, NJ 08618
alex.jenkins@lpl.com

From: Ethan Saidel
To: Fish, David [DOL]
Subject: [EXTERNAL] N.J.A.C. 12:11N.J.A.C. 12:11
Date: Thursday, June 26, 2025 11:00:11 AM

This Message Is From an External Sender
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Report Suspicious

Dear Executive Director Fish,

Thank you for considering feedback on the Department of Labor and Workforce Development's proposed independent contractor regulations.

I am a proud independent financial advisor and a small business owner here in New Jersey. I built my practice from the ground up — investing my own capital, taking on the risks, and serving my clients with personalized financial advice. These proposed regulations could undo all of that by reclassifying me as an employee, a designation that doesn't reflect the reality of my business and could force me to give up the autonomy I've worked hard to achieve.

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I urge you to carefully consider the ripple effects these regulations could have on small businesses like mine and on the people we serve every day.

Sincerely,

Ethan Saidel
5 Keystone Dr
Livingston, NJ 07039
ethan.saidel@lpl.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 11:00:36 AM

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Report Suspicious

Dear David Fish,

[highlight=transparent]I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. [/highlight]

[highlight=transparent]Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an “ABC” test for independent workers, freelancers, and contractors.[/highlight]

[highlight=transparent]We don’t need to guess at the consequences of passing such a rule. They have already played out in California under the state’s AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. [/highlight]

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[highlight=transparent]The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.[/highlight]

[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Sincerely,
thomas denny
100 george st.
Spotswood, NJ 8884
hwilt924@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Preserve Job Flexibility in NJ—Oppose N.J.A.C. 12:11
Date: Thursday, June 26, 2025 11:00:36 AM

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The proposed rule N.J.A.C. 12:11 presents a critical threat to New Jersey's independent workforce. It aims to reclassify freelancers and contractors via an ABC test, similar to California's AB 5. That law led to systemic job losses and instability for independent professionals, offering us a clear picture of its potential consequences.

Independent workers value their freedom. A large percentage are satisfied with their current status, and these proposed changes could unjustly strip them of their chosen work arrangements. It is crucial for the New Jersey authorities to stand with these workers and reject the new rule to prevent stifling their economic freedom and opportunity.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Oppose Harmful N.J.A.C. 12:11
Date: Thursday, June 26, 2025 11:00:38 AM

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I appeal to the New Jersey Department of Labor and Workforce Development to decline the newly proposed rule N.J.A.C. 12:11. Implementing an ABC test as part of this rule could devastate the independent worker community in New Jersey by forcing damaging reclassifications.

We have seen the consequences of such a move in California with the AB 5 law, which resulted in significant economic disruptions. Many independent workers have voiced their satisfaction with their current statuses, clearly preferring freedom over rigid employment structures. We must listen to their appeals and oppose any rules that would compromise their way of working.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 11:00:39 AM

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Report Suspicious

Dear David Fish,

[highlight=transparent]I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. [/highlight]

[highlight=transparent]Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an “ABC” test for independent workers, freelancers, and contractors.[/highlight]

[highlight=transparent]We don’t need to guess at the consequences of passing such a rule. They have already played out in California under the state’s AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. [/highlight]

[highlight=transparent]Since AB 5’s passage, hundreds of carve outs have been made to the law to protect certain industries from harm – further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. [/highlight]

[highlight=transparent]The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.[/highlight]

[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Sincerely,
eddie rivera
1001 buffalo ave
Egg Harbor City, NJ 8215
eddierivera526@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 11:00:40 AM

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Report Suspicious

Dear David Fish,

[highlight=transparent]I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. [/highlight]

[highlight=transparent]Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an “ABC” test for independent workers, freelancers, and contractors.[/highlight]

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[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Sincerely,
jorge mejia
375 chestnut ave
South Hackensack, NJ 7606
jorgemejiat@hotmail.com

From: Matthew Taylor
To: Fish, David [DOL]
Subject: [EXTERNAL] N.J.A.C. 12:11N.J.A.C. 12:11
Date: Thursday, June 26, 2025 11:00:40 AM

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Report Suspicious

Dear Executive Director Fish,

Thank you for considering feedback on the Department of Labor and Workforce Development's proposed independent contractor regulations.

I am a proud independent financial advisor and a small business owner here in New Jersey. I built my practice from the ground up — investing my own capital, taking on the risks, and serving my clients with personalized financial advice. These proposed regulations could undo all of that by reclassifying me as an employee, a designation that doesn't reflect the reality of my business and could force me to give up the autonomy I've worked hard to achieve.

Like other advisors, I must be associated with a broker-dealer to meet federal and state requirements — but this is a legal compliance measure, not an employment relationship. The broker-dealer actually provides me with services that help me meet my clients' needs — similar to how any business might use software, IT, or legal support. I control how I run my business, who I work with, and how I serve my clients.

Mischaracterizing this relationship as employment not only threatens my livelihood but could lead to fewer financial advisors operating in New Jersey — a blow to the local economy and to residents who rely on our expertise. If advisors are pushed out or driven to other states, clients here will suffer.

I urge you to carefully consider the ripple effects these regulations could have on small businesses like mine and on the people we serve every day.

Sincerely,

Matthew Taylor
511 Woodland Rd
Allenhurst, NJ 07711
mtaylor@lpl.com

From: Joseph Cosenza
To: Fish, David [DOL]
Subject: [EXTERNAL] N.J.A.C. 12:11N.J.A.C. 12:11
Date: Thursday, June 26, 2025 11:10:09 AM

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Report Suspicious

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Thank you for considering feedback on the Department of Labor and Workforce Development's proposed independent contractor regulations.

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I urge you to carefully consider the ripple effects these regulations could have on small businesses like mine and on the people we serve every day.

Sincerely,

Joseph Cosenza
265 86th St
Brooklyn, NY 11209
joseph.cosenza@lpl.com

From: Vincent Dangelis
To: Fish, David [DOL]
Subject: [EXTERNAL] N.J.A.C. 12:11
Date: Thursday, June 26, 2025 11:10:37 AM

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Report Suspicious

Dear Executive Director Fish,

Thank you for the opportunity to comment on the Department of Labor and Workforce Development's proposed regulations on independent contractors.

As an independent financial advisor, I've built a business based on trust, personal service, and long-term relationships with my clients. These proposed rules threaten that foundation by forcing a reclassification that misrepresents the very nature of my work.

Though I'm affiliated with a registered broker-dealer for compliance and regulatory purposes, I remain a business owner — not an employee. I serve my own clients, make independent decisions, and carry the responsibility and risk of operating my own practice. The broker-dealer relationship is mandated under federal and state law and exists to protect investors — not to control or direct my work.

These regulations would upend this carefully balanced system, pushing me toward an employment model that undermines the freedom and flexibility my clients expect. This disconnect between the proposed state labor rules and financial regulations creates confusion, legal risk, and real harm to small business owners like me.

Please reconsider these rules and work toward a solution that recognizes and respects both the independence of our profession and the existing regulatory safeguards that already protect the public.

Sincerely,

Vincent Dangelis
461 FROM RD STE 385 FL 3
PARAMUS, NJ 07652
vincent.dangelis@lpl.com

From: Glenn cohen
To: Fish, David [DOL]
Subject: [EXTERNAL] N.J.A.C. 12:11
Date: Thursday, June 26, 2025 11:23:16 AM

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Report Suspicious

Dear Executive Director Fish,

Thank you for providing the opportunity to comment on the Department of Labor and Workforce Development's independent contractor regulations.

I am an independent financial advisor, and I am deeply concerned that the regulations will negatively impact the business I worked hard to build. The regulations would force me to become an employee, forfeiting the independence that I value and that is essential to my business and my clients.

As an independent financial advisor, I am required to be associated with a registered broker-dealer firm. But this association is in no way indicative of employment. My clients are mine and I make my own business decisions. In practice, the broker-dealer I am associated with is essentially a service provider for my business, providing me with the technology, compliance, marketing and other tools that help me effectively serve my clients and provide for their financial security and build wealth.

The regulations seem less concerned with whether my business is actually independent – it is – than with strictly applying inflexible indicators that may suggest an employment situation. This approach is poorly suited to assessing the actual independence of financial advisors. The arms-length arrangement that I and other financial advisors have with our independent broker-dealers cannot be structured in a way that fully satisfies these regulations without violating federal and state securities laws designed to protect investors.

Please reconsider these regulations in light of the unintended consequences for New Jersey's independent financial advisors and our clients.

Sincerely,

Glenn cohen
12 Darby Rd
Airmont, NY 10952
glenn.cohen@lpl.com

From: Michael D"Angelis
To: Fish, David [DOL]
Subject: [EXTERNAL] N.J.A.C. 12:11
Date: Thursday, June 26, 2025 11:30:09 AM

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Report Suspicious

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Please reconsider these rules and work toward a solution that recognizes and respects both the independence of our profession and the existing regulatory safeguards that already protect the public.

Sincerely,

Michael D'Angelis
63 Kellogg Dr
Wilton, CT 06897
michael.dangelis@lpl.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 12:00:36 PM

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Report Suspicious

Dear David Fish,

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[highlight=transparent]Specifically, Proposed New Rules: N.J.A.C. 12:11 would threaten the livelihoods of hundreds of thousands of people across the state by implementing an “ABC” test for independent workers, freelancers, and contractors.[/highlight]

[highlight=transparent]We don’t need to guess at the consequences of passing such a rule. They have already played out in California under the state’s AB 5 law, which implements a similar ABC test. Almost overnight, hundreds of thousands of workers across industries, including music, journalism, and trucking, saw their livelihoods vanish. [/highlight]

[highlight=transparent]Since AB 5’s passage, hundreds of carve outs have been made to the law to protect certain industries from harm – further proof that the law does not work. Now, research shows that AB 5 caused job losses across the board in California, not just for independent workers. We can't let that happen in New Jersey. [/highlight]

[highlight=transparent]The reality is the vast majority of independent workers are happy with their employment status. 1 in 5 jobs in America are held by an independent worker including in industries like healthcare, financial services, logistics, and retail and about 75 percent of these workers chose their work arrangement.[/highlight]

[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Sincerely,
annie hill
217 south pine street
Bridgeton, NJ 8302
hill46155@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 12:00:37 PM

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Sincerely,
evelyn mcmillian
162 wilkinson ave
Jersey City, NJ 7305
emcmillian162@yahoo.com

From: malvinder kaur
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 12:34:33 PM

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Report Suspicious

Dear David Fish,

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Yours sincerely,
malvinder kaur
992, mercer road
Princeton, NJ 08540
kaurmalvinder@yahoo.com

From: nieves carchi
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 12:35:35 PM

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Report Suspicious

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Yours sincerely,
nieves carchi
39-05 garden view
East Windsor, NJ 08520
carchialejandra@gmail.com

From: yolonda tyre
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 12:39:33 PM

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Yours sincerely,
yolonda tyre
35 new heckman drive
Jersey City, NJ 07305
yolondatyre55@gmail.com

From: patricia wehrle
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 12:40:34 PM

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Report Suspicious

Dear David Fish,

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[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Yours sincerely,
patricia wehrle
5 franklin ave
Leonardo, NJ 07737
coastalpattie@comcast.net

From: melissa rivera
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 12:44:34 PM

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Report Suspicious

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Yours sincerely,
melissa rivera
612 s 8th street
Vineland, NJ 08360
mellie_teeann@yahoo.com

From: melwin valbuena
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 12:44:34 PM

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Yours sincerely,
melwin valbuena
6109 hudson avenue
West New York, NJ 07093
melwinvs2022@gmail.com

From: jose ramirez
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 12:46:35 PM

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Yours sincerely,
jose ramirez
2310 primrose ct
Mays Landing, NJ 08330
icloud.ramirez@icloud.com

From: theodore sconions
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 12:47:36 PM

This Message Is From an Untrusted Sender
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Yours sincerely,
theodore sconions
94 union street
Jersey City, NJ 07304
sconionst@yahoo.com

From: maria gomez
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 12:50:32 PM

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Yours sincerely,
maria gomez
173 canterbury court
East Windsor, NJ 08520
mariteregomez@msn.com

From: matthew davila
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 12:50:34 PM

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Yours sincerely,
matthew davila
45 river dr
Passaic, NJ 07055
mfroggerboy619@gmail.com

From: tammy menard
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 12:57:35 PM

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Yours sincerely,
tammy menard
72 1/2 state street
Penns Grove, NJ 08069
tmenard2388@yahoo.com

From: kevin bambrick
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 12:57:35 PM

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Yours sincerely,
kevin bambrick
509 monroe st
Hoboken, NJ 07030
bam8190@gmail.com

From: joan malyar
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 12:58:33 PM

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Yours sincerely,
joan malyar
127 south stevens ave
South Amboy, NJ 08879
whoago1@yahoo.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11!
Date: Thursday, June 26, 2025 1:00:36 PM

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Report Suspicious

I am writing to implore the New Jersey Department of Labor and Workforce Development to turn down the newly proposed rule N.J.A.C. 12:11. The proposed ABC test used to classify independent workers would jeopardize the stability and autonomy of hundreds of thousands of people within the state, putting their incomes and chosen lifestyles at risk.

California's AB 5 demonstrated the adverse effects of such legislation, leading to unintended job losses and the fragmentation of vital industries through numerous exemptions. Independent workers, who often choose their roles for the flexibility it offers, do not need this regulatory turmoil. Please listen to their voices and reconsider implementing such a reclassification mandate.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11
Date: Thursday, June 26, 2025 1:00:36 PM

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Report Suspicious

I urge the New Jersey Department of Labor and Workforce Development to reject the proposed rule N.J.A.C. 12:11, which is set to redefine the status of independent contractors. Implementing the ABC test threatens the income of many independent workers who contribute significantly across various state industries.

California faced significant backlash with their similar AB 5 law, leading to unintended job losses and economic disruption. The majority of independent workers in New Jersey are content with their flexible work mode, many having deliberately chosen it. By foreseeing these risky outcomes, let us strive to protect the preferred livelihood of countless residents.

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Please oppose N.J.A.C. 12:11
Date: Thursday, June 26, 2025 1:00:37 PM

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Yours sincerely,
aaron rotnofsky
528 rosecliff ct nj
Somerset, NJ 08873
alnewjersey@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 1:00:38 PM

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Sincerely,
marianne foss
46 sunnybrook rd
Stratford, NJ 8084
zoeygirl0167@yahoo.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 1:00:40 PM

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Sincerely,
melanie hollingsworth
66 s franklintpke
Ramsey, NJ 7446
mjh1563@gmail.com

From: AGP - Berman & Co
To: Fish, David [DOL]
Subject: [EXTERNAL] Don"t Let N.J.A.C. 12:11 Derail NJ"s Workforce
Date: Thursday, June 26, 2025 1:00:44 PM

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Report Suspicious

I am writing to voice my concern regarding the New Jersey Department of Labor and Workforce Development's proposed N.J.A.C. 12:11 rule. This rule endorses an ABC test for classifying independent contractors, threatening to undermine thousands of workers across New Jersey by altering their employment status adversely.

California's experience with AB 5, with extensive job losses and necessities for numerous exemptions, serves as a clear warning. Independent workers appreciate their professional freedom, with a majority opting for it willingly. Let us take a stand to safeguard this choice by opposing such detrimental reclassification efforts.

From: norma forte
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 1:01:38 PM

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Yours sincerely,
norma forte
309 whiton st
Jersey City, NJ 07304
nj1forte@yahoo.com

From: andre long
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 1:02:45 PM

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Yours sincerely,
andre long
175 johnson ave
Lawrence Township, NJ 08648
donblaq210tv@gmail.com

From: jermaine harris
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 1:06:34 PM

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Report Suspicious

Dear David Fish,

[highlight=transparent]I am writing to strongly urge the New Jersey Department of Labor and Workforce Development to reject a recently proposed rule that would drastically change how the state classifies independent contractors. [/highlight]

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Yours sincerely,
jermaine harris
619 bright ct
Newark, NJ 07111
jrocc354@gmail.com

From: nancy coghlan
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 1:07:34 PM

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Yours sincerely,
nancy coghlan
68 sheridan avenue
Waldwick, NJ 07463
ntcgram@yahoo.com

From: antoinette bartolomei
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 1:07:43 PM

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Yours sincerely,
antoinette bartolomei
23 kirby ave
Trenton, NJ 08610
antoinettebar50@gmail.com

From: dianna barker
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 1:08:36 PM

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Yours sincerely,
dianna barker
239 south shore dr
Toms River, NJ 08753
barkerd246@gmail.com

From: john wharton
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 1:09:32 PM

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Yours sincerely,
john wharton
1409 briarwood dr
Williamstown, NJ 08094
johnwharton53@hotmail.com

From: jeanne worrell
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 1:09:34 PM

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Yours sincerely,
jeanne worrell
6 willoughby lane
Southampton, NJ 08088
worrellj@comcast.net

From: p stepney
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 1:15:37 PM

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Yours sincerely,
p stepney
68 warner ave
Springfield, NJ 07081
porsha723@aol.com

From: james jones
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 1:15:37 PM

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Yours sincerely,
james jones
206 grove st
Roselle, NJ 07203
j.hummer.jones@gmail.com

From: john fiore
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 1:17:34 PM

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Yours sincerely,
john fiore
1028 cooper street
Beverly, NJ 08010
fiorejohn396@gmail.com

From: philip passantino
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 1:20:32 PM

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Yours sincerely,
philip passantino
2 hazen ct 31a
Wayne, NJ 07470
passantinojr@yahoo.com

From: Marissa Cosenza
To: Fish, David [DOL]
Subject: [EXTERNAL] N.J.A.C. 12:11
Date: Thursday, June 26, 2025 1:20:42 PM

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Dear Executive Director Fish,

Thank you for providing the opportunity to comment on the Department of Labor and Workforce Development's independent contractor regulations.

I am an independent financial advisor, and I am deeply concerned that the regulations will negatively impact the business I worked hard to build. The regulations would force me to become an employee, forfeiting the independence that I value and that is essential to my business and my clients.

As an independent financial advisor, I am required to be associated with a registered broker-dealer firm. But this association is in no way indicative of employment. My clients are mine and I make my own business decisions. In practice, the broker-dealer I am associated with is essentially a service provider for my business, providing me with the technology, compliance, marketing and other tools that help me effectively serve my clients and provide for their financial security and build wealth.

The regulations seem less concerned with whether my business is actually independent – it is – than with strictly applying inflexible indicators that may suggest an employment situation. This approach is poorly suited to assessing the actual independence of financial advisors. The arms-length arrangement that I and other financial advisors have with our independent broker-dealers cannot be structured in a way that fully satisfies these regulations without violating federal and state securities laws designed to protect investors.

Please reconsider these regulations in light of the unintended consequences for New Jersey's independent financial advisors and our clients.

Sincerely,

Marissa Cosenza
1001 Clinton St Apt Hoboken
Hoboken, NJ 07030
mcosenza@lcjassociates.co

From: margaret williams
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 1:22:32 PM

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Yours sincerely,
margaret williams
712 broadway
Westville, NJ 08093
margaretw@gmail.com

From: larry zimmer
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 1:23:35 PM

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Yours sincerely,
larry zimmer
54 w stewart st.
Washington, NJ 07882
zimmerl850@gmail.com

From: leroy pinckney
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 1:23:38 PM

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Yours sincerely,
leroy pinckney
545 park ave
East Orange, NJ 07017
leroyp3224@gmail.com

From: janet richards
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 1:27:33 PM

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Yours sincerely,
janet richards
153 park street
East Orange, NJ 07017
richjanetionie@yahoo.com

From: maria romito
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 1:27:34 PM

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Yours sincerely,
maria romito
36 manor drive
Hillsborough, NJ 08844
mariarrdh@gmail.com

From: jay king
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
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[highlight=transparent]Independent workers across the country have spoken up against efforts to reclassify them against their will. I implore you to listen to these workers, and reconsider this harmful rule.[/highlight]

Yours sincerely,
jay king
43 maple drive
Bridgeton, NJ 08302
jay523849@gmail.com

From: candala roslan
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 1:28:35 PM

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Report Suspicious

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Yours sincerely,
candala roslan
924west walnut dr
Newton, NJ 07860
canderoslan@icloud.com

From: Matthew Zambito
To: Fish, David [DOL]
Subject: [EXTERNAL] N.J.A.C. 12:11
Date: Thursday, June 26, 2025 1:30:10 PM

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Dear Executive Director Fish,

Thank you for the opportunity to comment on the Department of Labor and Workforce Development's proposed regulations on independent contractors.

As an independent financial advisor, I've built a business based on trust, personal service, and long-term relationships with my clients. These proposed rules threaten that foundation by forcing a reclassification that misrepresents the very nature of my work.

Though I'm affiliated with a registered broker-dealer for compliance and regulatory purposes, I remain a business owner — not an employee. I serve my own clients, make independent decisions, and carry the responsibility and risk of operating my own practice. The broker-dealer relationship is mandated under federal and state law and exists to protect investors — not to control or direct my work.

These regulations would upend this carefully balanced system, pushing me toward an employment model that undermines the freedom and flexibility my clients expect. This disconnect between the proposed state labor rules and financial regulations creates confusion, legal risk, and real harm to small business owners like me.

Please reconsider these rules and work toward a solution that recognizes and respects both the independence of our profession and the existing regulatory safeguards that already protect the public.

Sincerely,

Matthew Zambito
165 Passaic Ave
Fairfield, NJ 07004
matthew.zambito@lpl.com

From: robert mejias
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 1:32:47 PM

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Yours sincerely,
robert mejias
918 e.clements bridge.rd.
Runnemede, NJ 08078
spanishpirate2828@gmail.com

From: zinaida wydra
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 1:33:33 PM

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Yours sincerely,
zinaida wydra
pobox144
Elizabeth, NJ 07207
wydranj@gmail.com

From: himansu desai
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 1:34:33 PM

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Yours sincerely,
himansu desai
689 f
Hillsborough, NJ 08844
hitudesai@hotmail.com

From: patrick reed
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 1:35:34 PM

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Yours sincerely,
patrick reed
608 cricket ln.
Woodbridge, NJ 07095
preed23@gmail.com

From: lillian gratacos
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 1:35:35 PM

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Yours sincerely,
lillian gratacos
15 cheatue is thierry ave apt 409
Madison, NJ 07940
lgratacos77@gmail.com

From: kris giamboi
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 1:36:32 PM

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Yours sincerely,
kris giamboi
47 e connecticut concourse
Jackson, NJ 08527
kaileadsllc@hotmail.com

From: bill bouffard
To: Fish, David [DOL]
Subject: [EXTERNAL] Public comment on PRN 2025-051: Please reject the proposed rule
Date: Thursday, June 26, 2025 1:38:33 PM

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bill bouffard
104 cotswold circle
Ocean, NJ 07712
bouffard1949@gmail.com