

## Mandatory Independent Contractor Agreements

### Three States Where You **MUST** Have a Written Contract



Navigating the patchwork of state laws on independent contractor relationships is no longer optional - it is essential. Several states, led by California, Illinois, and New York, now require hiring entities to put key terms in writing whenever they engage freelancers or other contractors. Failing to comply can trigger automatic payment obligations, monetary penalties, and unwanted scrutiny of worker-classification practices. This quick-reference guide distills the latest statutory mandates into an easy checklist, so you can issue compliant contracts, avoid costly missteps, and keep your business moving forward with confidence.

State	Statute	When a Written Contract is Mandatory	Core Terms the Statute Says the Contract Must Contain	Payment Requirements	In-Force Date
<b>California</b>	<i>Freelance Worker Protection Act</i> – Bus. & Prof. Code § 18100-18105	Engagements for “professional services” ≥ US \$250 within any rolling 4-month period	<ul style="list-style-type: none"> <li>Names &amp; addresses,</li> <li>Itemized services</li> <li>Compensation rate &amp; method</li> <li>Payment due date (or how determined)</li> <li>Deadline for the freelancer to submit an invoice</li> </ul>	30 days after completion if the contract is silent	January 1, 2025
<b>New York (state-wide)</b>	<i>Freelance Isn't Free Act</i> – GBL Art. 44-A	Total compensation ≥ US \$800 (single job <b>or</b> aggregate within 120 days)	<ul style="list-style-type: none"> <li>Names &amp; addresses</li> <li>Services</li> <li>Rate &amp; method of pay</li> <li>Payment date(s)</li> <li>Contact info for hiring party</li> </ul>	30 days after completion unless the contract sets another date	August 28, 2024
<b>Illinois</b>	<i>Freelance Worker Protection Act</i> , 820 ILCS 185	Work ≥ US \$500 (single contract <b>or</b> aggregate over 120 days)	<ul style="list-style-type: none"> <li>Names &amp; addresses</li> <li>Description of work</li> <li>Rate &amp; method of pay</li> <li>Payment date</li> <li>Signature block</li> </ul>	30 days after completion if silent	July 1, 2024