

Worker Classification Checklist

Are You In Compliance With the FLSA?

Here are six considerations to cover when hiring a new worker:



Profits/Losses

Does the worker have the potential to increase their profits/losses through their own decision-making?



Capital Investments

Is the worker responsible for making capital investments in their equipment and tools?



Permanency

How permanent is the working relationship?
Will it continue indefinitely?



Control

Who has control over the work and economics of the relationship?



Necessity

How integral is the work to the business? Is it essential for you to continue selling products/services?



Skill & Planning

How much self-funded skill and business planning goes into the assignment?

Source: US Department of Labor

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Questions? Contact Your Payroll Specialist