# Contingent Workers and Joint Employment

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# Who are contingent workers?






| Contractor | Company |
| --- | --- |
| • Recruits, hires and fires workers<br>• Supervises workers<br>• Pays workers | • Labor contractor does not perform work for other companies<br>• Work is performed at company's site<br>• Company provides tools<br>• Work is integral to company's production process |

# Independent contractors

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| Temp or staffing firm | Client company |
| --- | --- |
| • Hires and fires workers<br>• Maintains payroll<br>• Administers benefits | • Trains and supervises workers<br>• Monitors work<br>• Makes ultimate hiring and firing decision<br>• Work is performed at client company's site |

# Temporary workers

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