

# Contingent Workers and Joint Employment

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## Who are contingent workers?



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#### Contractor

- Recruits, hires and fires workers
- Supervises workers
- Pays workers

#### Company

- Labor contractor does not perform work for other companies
- Work is performed at company's site
- Company provides tools
- Work is integral to company's production process

## Independent contractors

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#### Temp or staffing firm

- Hires and fires workers
- Maintains payroll
- Administers benefits

#### Client company

- Trains and supervises workers
- Monitors work
- Makes ultimate hiring and firing decision
- Work is performed at client company's site

## Temporary workers

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[Contingent Workers, Joint Employment, and the Gig Economy](#)

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