

Contingent Workers and Joint Employment

Kathryn Youker
Texas RioGrande Legal Aid
Brownsville, Texas

1

Who are contingent workers?



2

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

3

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

4

Find the full text of this and thousands of other resources from leading experts in dozens of legal practice areas in the [UT Law CLE eLibrary \(utcle.org/elibrary\)](https://utcle.org/elibrary)

Title search: Contingent Workers and Joint Employment

Also available as part of the eCourse

[2019 Labor and Employment Law eConference](#)

First appeared as part of the conference materials for the
26th Annual Labor and Employment Law Conference session
"Contingent Workers and Joint Employment"