

Independent Contractor or Employee?

What Would a Judge Say?

Questions	Yes	No
Do you operate your own business?		
Could you hire other people to do your work for you?		
Does your employer allow you to work for other employers?		
Do you work for many different employers?		
Are you paid per project or assignment, as opposed to receiving regular wages?		
Can you work from a location of your own choosing?		
Do you have the ability to charge your employer different fees depending on what type of work you are doing for them?		
Do you have the ability to reject work that you are offered?		
Do you have the ability to set your own hours of work?		
Do you have to use or provide any of your own equipment, materials or tools?		

If you answered “no” to multiple questions, you are probably not an independent contractor under the law.