

AM I AN EMPLOYEE OR AN INDEPENDENT CONTRACTOR?



I am an **EMPLOYEE** if:

- My hours and work schedule are set by my employer.
- My tools and supplies are provided by my employer.
- I have a supervisor.
- I am covered by unemployment insurance.
- I am covered by Workers' Compensation insurance.

I am an **INDEPENDENT CONTRACTOR** if:

- I set my own hours.
- I use my own tools.
- No one supervises me (I am my own boss).
- I have my own business that I market to get more work.

NOTE: The bullets listed may not include every single factor considered in determining whether you are an employee or an independent contractor.

Employers are required to follow the law when paying hourly wages, overtime, and properly covering you for unemployment insurance and workers' compensation purposes. As a worker, you have certain rights as employees versus independent contractors:

- You have the right to be properly classified as a worker, whether as an employee or an independent contractor.
- You have the right to be paid accurately and timely for the services you perform.

Your employer contributes to unemployment insurance and cannot deduct this from your wages.

There are resources available to you if you believe you are being subject to improper classification or inaccurate payment practices by your employer. For more information, go to:

WorkRight.cdle.co



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