

SS-8 Determination—Determination for Public Inspection

Occupation 09DVC.83 Truck Driver	Determination: <input checked="" type="checkbox"/> Employee <input type="checkbox"/> Contractor
UILC	Third Party Communication: <input checked="" type="checkbox"/> None <input type="checkbox"/> Yes

Facts of Case

The firm is in the business of trucking. As the owner of the firm, you engaged the worker as a truck driver. You reported the worker's remuneration on Forms 1099-MISC for 2012 and 2013.

You verified the worker's ability to drive trucks. You provided the worker with his work assignments and the methods by which to perform them. If problems or complaints occurred, the worker contacted you for resolution. The worker maintained log books and fuel receipts. The worker followed a routine schedule and performed his services on your firm's premises and in your freight truck. He attended load instruction meetings where you informed him of pick up and drop off locations. The worker was required to perform his services personally. If additional personnel were needed, you were responsible for hiring and compensating them.

You provided the freight truck and were responsible for fuel and maintenance costs. The worker did not lease equipment or incur expenses in the performance of his services. You paid the worker on a monthly salary basis. Customers paid your firm directly at prices that you established. You did not cover the worker under workers' compensation. The worker did not indicate an investment in your firm or a related business. Other than his liability for highway tickets, he did not risk incurring a financial loss beyond the normal loss of compensation.

You did not make benefits available to the worker. Both parties reserved the right to terminate the work relationship without incurring a penalty or liability. The worker did not advertise his services or provide similar services for others during the same time period. He performed his services under your firm's name. The worker terminated the work relationship.

Analysis

Factors that illustrate whether there was a right to control how a worker performed a task include training and instructions. In this case, while you relied upon the worker's prior training and experience to perform his services, you were responsible for resolving any problems or complaints that may have occurred, showing you retained the right to change the worker's methods and to direct the worker to the extent necessary to protect your financial investment. The worker followed the schedule that you set and delivered loads where you instructed. A worker who is required to comply with another person's instructions about when, where, and how he or she is to work is ordinarily an employee. The worker was required to perform his services personally, meaning he could not engage and pay others to perform services for you on his behalf. If the services must be rendered personally, presumably the person or persons for whom the services are performed are interested in the methods used to accomplish the work as well as in the results. These facts show that you retained behavioral control over the services of the worker.

Factors that illustrate whether there was a right to direct and control the financial aspects of the worker's activities include significant investment, unreimbursed expenses, the methods of payment, and the opportunity for profit or loss. In this case, the worker did not invest capital or assume business risks, and therefore, did not have the opportunity to realize a profit or incur a loss as a result of the services provided. "Profit or loss" implies the use of capital by a person in an independent business of his or her own. Lack of significant investment by a person in facilities or equipment used in performing services for another indicates dependence on the employer and, accordingly, the existence of an employer-employee relationship. You paid the worker on a monthly salary basis. Workers are assumed to be employees if they are guaranteed a minimum salary. These facts show that you retained control over the financial aspects of the worker's services.

Factors that illustrate how the parties perceived their relationship include the intent of the parties as expressed in written contracts; the provision of, or lack of employee benefits; the right of the parties to terminate the relationship; the permanency of the relationship; and whether the services performed were part of the service recipient's regular business activities. In this case, the worker performed his services on a continuing basis. He performed his services under your firm's name. The worker was not engaged in an independent enterprise, but rather the services performed by the worker as a truck driver were a necessary and integral part of your firm's trucking business. Integration of the worker's services into the business operations generally shows that the worker is subject to direction and control. When the success or continuation of a business depends to an appreciable degree upon the performance of certain services, the workers who perform those services must necessarily be subject to a certain amount of control by the owner of the business. Although you did not provide benefits to the worker, the worker terminated the work relationship without incurring a liability. If the worker has the right to end his or her relationship with the person for whom the services are performed at any time he or she wishes without incurring liability, that factor indicates an employer-employee relationship. These facts show that you retained control over the work relationship and services of the worker.

Based on the above analysis, we conclude that you had the right to exercise direction and control over the worker to the degree necessary to establish that the worker was a common law employee, and not an independent contractor operating a trade or business.