

CERTIFIED PAYROLLS AND INDEPENDENT CONTRACTORS/SUBCONTRACTORS & 1099 WORKERS

Any certified payrolls that include the term “1099 worker, independent contractor or subcontractor” for a worker will require supporting documentation that validates the worker’s status as an independent contractor.

Required supporting documentation:

- 1) State of Missouri business license/certification as a business and/or independent contractor;
- 2) A copy of the required contract, containing the required Federal Labor Standards Compliance language and the project’s Davis-Bacon wage decision, between the worker and the contractor/subcontractor that hired the independent contractor
- 3) All other documents that validates, within the respective State, County, or City, the worker’s status as an independent contractor
- 4) Current Certificate of Insurance for independent contractor (subcontractor) reflecting required Liability and Worker’s Compensation coverage
- 5) Certifications of MBE/WBE/DBE or Section 3 status

Without this information, HAKC will not accept certified payrolls that list workers as independent contractors (subcontractors) and/or 1099 workers.

Contractors and subcontractors are encouraged to review the following websites for more detail concerning independent contractors:

<http://www.dol.gov/elaws/esa/flsa/docs/contractors.asp>

http://www.dol.gov/dol/aboutdol/history/herman/reports/futurework/conference/staffing/9.1_contractors.htm

and

<http://www.irs.gov/Businesses/Small-Businesses-&-Self-Employed/Independent-Contractor-Self-Employed-or-Employee>