

**Attention New York Workers...**

# ARE YOU MISCLASSIFIED?

## TAKE THE TEST

**Some employers in New York are cheating thousands of workers out of wages and benefits. YOU COULD BE ONE OF THEM!**

**Does your boss call you an “independent contractor” and...**

- |   |                              |                             |
|---|------------------------------|-----------------------------|
| 1. Tell you how to do your job?                                 | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| 2. Tell you when or where to do your work?                      | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| 3. Do you work full-time for one employer?                      | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| 4. Can you be fired at anytime?                                 | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| 5. Do you receive payments of regular amounts at set intervals? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |

**If you're an “independent contractor” and answered YES to any of the above questions, you could be misclassified.**

### **Unlike employees, independent contractors:**

- Don't receive a pension or health benefits
- Don't get workers' compensation, unemployment insurance or disability insurance
- Pay twice as much as employees in social security taxes
- Have no right to overtime or rest periods
- Are not covered under minimum wage or prevailing wage laws
- Have no right to join a union

**When companies illegally classify their employees as independent contractors, they save themselves money by trampling on workers' rights.**

If you think you may be misclassified, you can make an anonymous and confidential report by calling the Department of Labor's Unemployment Insurance Fraud 24-hour toll free hotline at 1-866-435-1499 or contact your local union.