

Gig / Independent Contractor Agreement

Staffing & Recruitment

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This guide explains what the tool produces, how to use the output, and what to watch for. The actual output (draft/report) is generated on the tool page.

Background

Drafts a gig or independent-contractor agreement for on-demand or freelance workers, from your discrete terms — while managing misclassification risk. Use it to engage gig workers. For the model use the Gig / Platform Workforce Model.

Purpose of this tool & output

Draft a gig or contractor engagement

How the output is used

Use the draft for a gig or contractor engagement — scope, payout, independent-contractor status and confidentiality — reviewed by a lawyer.

Who receives it

The agreement is between the platform/agency and the gig worker/contractor; each keeps a signed copy.

Fees & charges

Usually on plain or nominal stamp paper; the payout, independent-contractor status and social-security terms are the key content.

Who should vet it

A lawyer, to keep the contractor-status and social-security clauses sound so the worker is not deemed an employee wrongly.

Important cautions

This is a draft using your inputs, not legal advice. Labelling a worker independent does not prevent reclassification as an employee if you exercise employee-like control and exclusivity — misclassification carries significant liability. The gig-worker social-security framework is evolving. Have a lawyer review it.

Companion documents

- Temp / Contract Staffing Agreement
- Permanent Recruitment Agreement
- RPO Services Agreement
- Retained Executive Search Agreement
- Deployed Employee Employment Contract
- Payroll / Compliance Services Agreement

This is AI-assisted guidance. Verify with a qualified professional before any binding decision. Fees, authorities and processes vary by state and change over time — confirm with your state authority.