

# SS-8 Determination—Determination for Public Inspection

Occupation 04FSC Foremen/Superintendents/Crew or Peer Leaders	Determination: <input checked="" type="checkbox"/> Employee <input type="checkbox"/> Contractor
UILC	Third Party Communication: <input checked="" type="checkbox"/> None <input type="checkbox"/> Yes

I have read Notice 441 and am requesting:

- Additional redactions based on categories listed in section entitled "Deletions We May Have Made to Your Original Determination Letter"
- Delay based on an on-going transaction
- 90 day delay

**For IRS Use Only:**

## Facts of Case

According to the information and documentation submitted, the firm's business is lawn care and landscaping. The worker performed services as a crew leader. The worker's duties included supervising other employees while they mowed, did lawn trim work, and performed yard clean up work. The worker also drove the company vehicle to work sites of the day, monitored use of company equipment, and talked to customers if there was a need. The firm reported the worker's earnings on Form 1099-MISC at year end.

The worker provided his services at the firm's customer's locations according to a work schedule provided by the firm. The firm provided all necessary lawn care equipment and supplies for the worker to perform his services such as the lawnmower, equipment trailer, weed eaters, leaf blowers, trimmer, edgers, chainsaws, rake, shovel, weed whacker, and wheelbarrow. The firm paid the worker an hourly wage for his services. The worker terminated his work relationship with the firm at the end of the season.

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## Analysis

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According to the information and documentation submitted by the firm and the worker concerning the work relationship, the firm provided the worker with his job assignments and instructions. The worker performed his services at the firm's customer's location according to a work schedule provided by the firm.

The firm provided all necessary lawn care and landscaping equipment for the worker to perform his services. The firm paid the worker an hourly wage for his services. The worker had no investment in facilities and did not have the opportunity for profit or loss. The worker was free to terminate his services without incurring any liabilities.

In determining whether an individual is an employee or an independent contractor under the common law, all evidence of both control and lack of control or independence must be considered. We must examine the relationship of the worker and the business. We consider facts that show a right to direct or control how the worker performs the specific tasks for which he or she is hired, who controls the financial aspects of the worker's activities, and how the parties perceive their relationship. The degree of importance of each factor varies depending on the occupation and the context in which the services are performed.

The fact that the person or persons for whom the services are performed furnish significant tools, materials, and other equipment tends to show the existence of an employer-employee relationship. 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. The term "significant investment" does not include tools, instruments, and clothing commonly provided by employees in their trade; nor does it include education, experience, or training. Also, if the firm has the right to control the equipment, it is unlikely the worker had an investment in facilities. Special scrutiny is required with respect to certain types of facilities, such as home offices.

Payment by the hour, week, or month generally points to an employer-employee relationship, provided that this method of payment is not just a convenient way of paying a lump sum agreed upon as the cost of a job. In such instances, the firm assumes the hazard that the services of the worker will be proportionate to the regular payments. This action warrants the assumption that, to protect its investment, the firm has the right to direct and control the performance of the workers. Also, workers are assumed to be employees if they are guaranteed a minimum salary or are given a drawing account of a specified amount that need not be repaid when it exceeds earnings.

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.

Therefore, the firm exercised direction and control over the services performed by the worker to establish that an employee/employer relationship existed.