

UndocuWorking: A

Deep Dive into Independent Contracting Event

Thursday, April 6, 2023

This skit was presented at an event about independent contracting. **Remember: There is no script for having these conversations.** Every workplace and job position is different, and that will impact how you talk with a potential supervisor about working with you as an independent contractor instead of as an employee.

Skit: Negotiating a job offer into independent contracting

Remember: There is no script for having this conversation in real life! This is just an example.

Stephanie (Company Hiring Manager): Hi Jose, we think you would fit really well at Local Recipes Magazine Company. We would like to offer you the job as one of our staff articles writers.

Jose (Job Applicant): Thank you so much for extending the offer. Local Recipes Magazine Company seems like a perfect fit for me, and I am so excited about the opportunity. I've been building my skills as an independent contractor, and have found that to be a great structure for both the company and for me. Would you be open to working with me as an independent contractor?

Stephanie: Independent contractor? What is that?

Jose: It's not that different from employment, except with a little bit more flexibility for us both. Instead of being a formal employee, we will have an agreement about the work I do and on how I will be paid. This would work really well here at Local Recipes Magazine Company, because of how independent and project-based the work of writing articles is.

Stephanie: But why not just be a regular employee? Aren't there a lot of benefits to being an employee?

Jose: You are right, that there are lots of benefits to being an employee. However, I have found that the flexibility of independent contracting is a benefit to both the company and to me, especially in this field. I am excited about the amount of independent writing this role offers, and being an independent contractor gives me flexibility in how I work and allows me to build other skills, like business management. This benefits the company as well because you only pay

me for the time and services I provide to the company and you won't have to deal with the administrative costs of administering vacation days or paying employment taxes.

Stephanie: Hm, that's interesting! How would this all work?

Jose: Well, we'll need to sign a quick contract that lays out my rate with the description of the role, terms of my work, and how payment works. I can provide you with a draft contract tomorrow. Since I will be an independent contractor, the company will be saving quite a bit of money by not having to pay my social security, medicare taxes, and vacation pay and other benefits that employees get, like health insurance and sick days, and I'll have to pay that out of pocket. Since the advertised salary range for this position is \$25-30/hour for an employee, what do you think about a rate range of \$35-56/hour - the company would still be saving a lot of money and resources especially in not having to administer these benefits, and it'll help me cover these things on my own!

Stephanie: Hm... I guess you're right that we would be saving quite a bit in working with you as a contractor. I would have to check my budget before I can agree to a specific rate, but I think a higher rate makes sense. Please send me your draft contract and we'll talk further about the rate after I check my budget.

Jose: Thank you! I am really looking forward to working with you.