



## November 2018 News from TRICOM

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### Time to Revisit Your On-Boarding Policies Regarding Independent Contractors



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Recently, states have been entering into joint efforts with the US Department of Labor to identify employees who are misclassified as independent contractors. This has been a hotbed issue for the past few years, however, with the assistance of the U.S. DOL, this issue will only become more prevalent, allowing for more investigations and more companies, in all industries, to be audited.

Why should employers be concerned? In many instances, employers seek to characterize a worker as an independent contractor instead of an employee so they can avoid paying payroll taxes, unemployment insurance, worker's compensation, retirement benefits, paid time off, and health insurance. This makes business sense and in the right circumstances the business arrangement may be structured in a way that supports the independent contractor classification.

Each state utilizes its own test to determine whether a worker is properly classified as an independent contractor, however, most states have aspects of their test in common.

[CLICK HERE](#) TO READ TIPS FOR STAYING ON THE RIGHT SIDE OF AN AUDIT WHEN IT COMES TO INDEPENDENT CONTRACTORS.

### This Month's Webinar: Technology Is Driving an Unstoppable Shift to On-Demand Pay

Thursday, November 29,  
1 pm CST / 2 pm EST



[Register now! »](#)

Advances in technology have brought a new on-demand pay disbursement platform to the workforce payroll environment. This technology enables employers to empower their employees with the choice of how and when they can access accrued wages. Join TRICOM and our guest speaker Brian Slowik for our November edition of the *Industry Insider* webinar series for a discussion on the unstoppable shift to on-demand pay including:

- Today's Job Market
- Employee Retention and Engagement
- Next Generation Payments
- Plug-n-Play Integrations

By the end of this session, you'll learn about the next generation technology made for today's workforce.

### Did You Know? Payroll & Billing are analyzed and processed together.

Why do it any other way?

At TRICOM, we do more than just process payroll or create invoices. Our system analyzes the payroll and billing together, so that any discrepancies between the two are quickly identified and remedied. We have dozens of flags that stop the process for a TRICOM employee to review if something doesn't add up.

The result is fewer errors, more accurate payroll and invoices, and happier employees and customers.

Juan Diaz, President of ProStaff Solutions, likes the accuracy TRICOM delivers. "I always make a joke here in my company. When we have issues or problems when it comes to payroll or billing or invoicing, I always tell them you guys can be assured it's not a TRICOM mistake. It's our mistake. We always go and we try to find the mistake within our company. I tell them, 'They don't make mistakes. Don't even think that it's going to be on their part.' TRICOM is very professional and mistakes are very rare."

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### Upcoming Webinar:

#### Technology Is Driving an Unstoppable Shift to On-Demand Pay

**Date:** Thursday, November 29,  
1 pm CST / 2 pm EST

**Duration:** 1 hour  
**Cost:** COMPLIMENTARY

[Register now! »](#)

### Events:

**November 15** — Wisconsin Association of Staffing Services 5th Annual Legislative Conference. The Madison Club, Madison, WI. [wass-wi.org](#).

**November 22** — TRICOM offices closed for Thanksgiving holiday

**December 25** — TRICOM offices closed for Christmas holiday.

### New On TRICOM.com!

The September *Industry Insider* webinar, *Cutting Edge Technology for Staffing & Recruiting*, is now available online. Technology for the staffing industry is evolving more rapidly than ever, to the point where it is almost impossible as a leader to stay on top of it. Luckily, Tallann Resources has done the research for you! For the last five years, Tom Erb has been an expert on the technology panel at ASA's Staffing World – perennially one of the highest-rated sessions of the conference. View Tom's insights into fad technology, technology that can help drive your business, artificial intelligence, process automation, and new recruiting and sales tools. By the end of this session, you'll know which of the cutting edge technologies are best suited for your staffing and recruiting business. [Click here](#) to view the webinar.

### November Fun Fact:

In the midst of the frenzy of consumer spending on Black Friday and Cyber Monday, there's also a day for charity and giving. The National Day of Giving is the Tuesday after Thanksgiving (this year it's Tuesday, November 27). The idea is for people around the world to come together to celebrate generosity and to give, with a special focus within your own community. This idea was first created in 2012 by 92nd Street Y in New York City in partnership with the United Nations Foundation. More commonly referred to as #GivingTuesday, National Day of Giving uses the power of social media to give back around the world and throughout the year.

Source: [jgivingtuesday.org/about](#)



Photo Source: gettyimages.com