

## **CERTIFIED PAYROLLS AND INDEPENDENT CONTRACTORS/SUBCONTRACTORS & 1099 WORKERS**

**Any certified payrolls that include the term “1099 worker, independent contractor or subcontractor” for a worker will require supporting documentation that validates the worker’s status as an independent contractor.**

### **Required Supporting Documentation**

- **State of Missouri business license/certification as a business and/or independent contractor;**
- **A copy of the required contract, containing the required Federal Labor Standards Compliance language and the project’s Davis Bacon wage decision, between the worker and the contractor/subcontractor that hired the independent contractor;**
- **All other documents that validates, within respective State, County, or City, the worker’s status as an independent contractor;**
- **Current Certificate of Insurance for independent contractor (subcontractor) reflecting required Liability and Worker’s Compensation coverage;**
- **Certifications of MBE/WBE or Section 3 status as applicable**

**Without this information, PBHA will not accept certified payrolls that lists workers as independent contractors (subcontractors) and/or 1099 workers**

**Contractors and subcontractors are encouraged to review the following websites for more detail concerning independent contractors:**

<https://www.dol.gov/>

<https://webapps.dol.gov/elaws/whd/flsa/docs/contractors.asp>

<https://www.irs.gov/businesses/small-businesses-self-employed/independent-contractor-self-employed-or-employee>