



How To Find Out If Your Support Workers Are Employees or Contractors

There is a legal difference between being an employee/worker and a contractor. Canada Revenue Agency (CRA), BC Employment Standards Branch, and WorkSafe BC each have specific definitions that they use to determine whether or not someone is an employee/worker or a contractor. These definitions are not all the same, so it is important that you work with each of these agencies to get their advice and assistance for your specific situation.

Here's a brief overview of each agency's role and responsibilities and their contact information:

BC EMPLOYMENT STANDARDS BRANCH:

The Employment Standards Branch sets provincial minimum standards for employer/employee expectations and regulations. They also have a set of expectations that determine if a person is hired as an employee or contractor.

Contact Information: 1-833-236-3700 or www.labour.gov.bc.ca/esb

WORKSAFE BRITISH COLUMBIA:

WorkSafe BC (formerly known as the Workers' Compensation Board) ensures that the employer has coverage in case of employee injury while working. They provide income and if needed, rehabilitation if an employee is injured at work. WorkSafe BC also sets expectations for safety standards in the workplace. They have a unique set of criteria to determine if a person is an employee/worker or contractor.

Contact Information: Employer's Advisory Office: Toll Free within Canada: 1-800-925-2233; Lower Mainland: 604-713-0303, Email: eao@eao-bc.org or www2.gov.bc.ca/gov/content/employment-business/employers/employers-advisers-office

CANADA REVENUE AGENCY:

CRA is the division of the federal government that collects income tax. They also collect employees' and employers' portion of Employment Insurance and Canada Pension Plan contributions. CRA also has detailed criteria related to determining if a person is an employee or contractor.

Contact Information: 1-800-959-5525 or www.canada.ca/en/revenue-agency/services/tax/businesses/topics/payroll.html

VELA MICROBOARD ASSOCIATION – PROVIDING SUPPORT TO AGENTS

Vela Microboard Association is available to provide information and support for families interested in Individualized Funding. Vela can provide information about employer responsibilities and help you know who to call and what questions to ask.

Contact Information: 604-539-2488, Email: info@velacanada.org or www.microboard.org