**INDEPENDENT CONTRACTOR AGREEMENT BETWEEN**

**[NAME]**

**AND**

**[LOCAL NAME]**

The following are parties to this independent contractor agreement: [Contractor Name], referred to in this agreement as “Contractor,” and [Local Name], referred to in this agreement as “[Local’s Acronym].” For the position of Independent Contractor for local support.

The parties to this agreement agree as follows:

**Section 1. Engagement of Contractor.** Subject to the terms of this agreement, the “[Local’s Acronym] engages the Contractor as an independent contractor to perform the services provided under this agreement. The Contractor accepts this engagement.

**Section 2. Services, Term, Compensation, and Expenses.**

[Change as needed, use below as an example/guide.]

1) The Contractor will serve as an organizer and will work directly with OC’s and Field Associates of [LOCAL ACRONYM]. The Contractor will assist with organizing and recruitment work. The contractor will attend a training with the [LOCAL ACRONYM] Executive Director or Director of Organizing and Growth Strategies. They will help conduct site visits to have 1:1’s with members and potential members. During the site visit the Contractor will identify leaders, document site issues and attend meetings with members if needed for representation. The Contractor will model and coach best practices for recruiting people to join the union and help build the capacity in these local associations. They will also keep the local apprised of upcoming dates and deadlines. They may be asked to attend a follow up training.

2) The term of this agreement is from 2/5/24 - 3/31//2024

3) The [LOCAL ACRONYM] will pay Contractor $5,950 in total, the monthly amount is 2,975 in two payments of 1,487.50 on the 15th and the last day of the month for part time hours worked conducting the above duties if the following documentation is submitted

* Weekly email to the Director Of Organizing and Growth Strategies

[LOCAL ACRONYM] will pay the Contractor by electronic payment or check to be processed within five business days of the 15th and/or the last day of the month upon notification of completion of the requirements on behalf of the contractor by Liz Leivas to the [LOCAL ACRONYM] Business Office.

**Section 3. Termination.** Either party may terminate this agreement at any time with written notice to the Contractor or to [Local’s Acronym].

**Section 4. Work Product.**

[Change as needed, use below as an example/guide.]

1) All inventions, discoveries, developments, research and product of research, and innovations of the Contractor related to the services provided by the Contractor for the [LOCAL ACRONYM] under this agreement shall be the exclusive property of the [LOCAL ACRONYM]. The Contractor assigns all right, title and interest in the same to the [LOCAL ACRONYM].

2) All inventions, discoveries, developments, research and product of research, and innovations of the Contractor conceived by the Contractor prior to the term of this agreement and used by the Contractor in providing services to the [LOCAL ACRONYM] under this agreement are licensed to the [LOCAL ACRONYM] for use in its operations and for infinite duration. The license is non-exclusive and may be assigned with the Contractor’s prior written approval by the [LOCAL ACRONYM] to any subsidiary of the [LOCAL ACRONYM].

**Section 5. Independent Contractor Status.** The parties are independent contractors, and this agreement does not make the Contractor an employee, partner, agent of, or joint venture with, the [LOCAL ACRONYM] for any purpose. The Contractor is, and will remain, an independent contractor in the Contractor’s relationships to the [LOCAL ACRONYM]. The [LOCAL ACRONYM] is not responsible for withholding taxes from compensation paid to the Contractor under this agreement. The Contractor shall have no claim against the [LOCAL ACRONYM] under this agreement or otherwise for vacation pay, sick leave, retirement benefits, social security, workers compensation, health or disability benefits, unemployment insurance benefits, or employee benefits of any kind. Contractor will be responsible for any tax obligations related to this agreement.

**Section 6. Assignment.** The Contractor may not assign any of the Contractor’s services under this agreement, or delegate performance of those services, without the prior written consent of the [LOCAL ACRONYM].

**Section 7. Entire Understanding and Amendment.** This agreement is the entire agreement of the parties, and any prior agreement, understanding, and representations are terminated and canceled in their entirety and are of no further effect. No amendment, change, or modification of the agreement is valid unless made in writing and signed by the parties.

The parties to this agreement execute this agreement through its authorized representatives as follows:

Contractor [Local Name]

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NAME [Name/Title]

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Date Date