

Independent Contractors

Independent Contractors status is determined on case by case basis

Documents to provide:

- Business license
- Contractor's license number and expiration date
- Written contracts
- Certificate of workers' compensation insurance



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Waiver of Subrogation



A **Waiver of Subrogation** is an endorsement that prohibits an insurance carrier from recovering the money they paid on a claim from a negligent third party or other insurance carrier.

State Fund offers:

- Specific Waiver of Subrogation
- Blanket Waiver of Subrogation

An audit picks up payroll for vendor-specific waivers of subrogation

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Out-of-State Employees

If a California employer hires an employee in California to temporarily work in another state or country, the person is considered a California employee and payroll is included.



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Common Payroll Reporting Errors

- ✓ Time Records
- ✓ Not reporting bonuses, sick time, vacation, and holiday pay
- ✓ Not reporting wages of family members
- ✓ Misclassifying covered officers and partners, managers, or supervisors
- ✓ Miscalculating overtime excess
- ✓ Misidentifying Clerical and Outside Sales classifications
- ✓ Not reporting unlicensed contractors

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What If You Disagree With Your Audit?



- Contact your State Fund auditor
- Contact your Broker to assist with any questions
- You can also contact State Fund at: **(888) 782-8338**
- Gather supporting documentation

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State Compensation Insurance Fund

- Founded in 1914
- Not-for-profit, public enterprise fund
- Covering more than 100,000 employers
- Committed to providing workers' compensation insurance to all California businesses



Together, we'll keep California working

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Thank you for making State Fund your carrier of choice

Visit us at StateFundCA.com

Customer Support Center:
(888) 782-8338

For safety resources visit
SafeAtWorkCA.com

Safety Support Unit:
(800) 675-2667



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