

Casa Latina Day Workers' Center

Basic Legal Information:

Our workers are not independent contractors.

If you are a homeowner, you are hiring casual labor. You do not need to ask for documents for casual labor.

We do not provide insurance. You are responsible for providing a safe work environment, proper tools and safety equipment for your workers.

If you a business owner or a contractor, you are hiring an employee. You are responsible for following all relevant labor laws. Please consult with Washington State Labor and Industries at <http://www.lni.wa.gov/> if you have any questions about your responsibilities.

Common legal questions asked by employers

1) Are Casa Latina workers in the United States legally?

We do not check documents of the workers who come to Casa Latina. If you need to fill out an I-9 form, let us know. We will tell the worker to bring their documents with them.

2) If a worker gets hurt working at my home or business, am I liable?

It is your responsibility to provide a safe work environment, including safety equipment and tools. If you do this, you can prevent most injuries. If you are a business, you are hiring an employee under Washington State law and all employees are covered by Labor and Industry insurance. If you are a homeowner, check your homeowners insurance to see if you are covered.

3) Do the workers have insurance?

No, they do not. If you are a business, you are hiring an employee under Washington State law and all employees are covered by Labor and Industry insurance. If you are a homeowner, check your homeowners insurance to see if you are covered.

4) Does Casa Latina perform background checks on its workers?

All of our workers register and go through an orientation with us. As part of the registration process, we check their identity and issue them a Casa Latina ID card. We do not do criminal background checks.

5) Do I have to report the wages I am paying to the IRS?

If you are a homeowner hiring casual labor, you do not have to report payment to the IRS. If you are a business, check with your accountant or with Labor and Industry at <http://www.lni.wa.gov/> about your tax obligations.

6) Do I have to fill out a W2 form or other paperwork when I hire a worker?

If you are a homeowner hiring casual labor, you do not have to fill out a W2 form or other paperwork when you hire a worker. If you are a business, check with your accountant or with Labor and Industry at <http://www.lni.wa.gov/> to find out which forms you need to fill out.

7) How do I know the worker I hire will be able to do the requested job well?

Casa Latina Workers have an outstanding reputation, especially in lawn care and housecleaning. We have received several awards in lawn care and housecleaning from Angie's List as well as Yelp.

In addition, all Casa Latina workers are trained in OSHA workplace safety. Many of our workers have received specialized training on moving, basic yard care, green cleaning, etc. You may request a specialized worker when you place your work order.

8) What do I do if I am dissatisfied with the job? Do I still have to pay them?

If, for any reason you are dissatisfied with work-in-progress, ask the worker(s) to stop and pay them for the work that they have already done. Call us to request a replacement worker. If you call us before 11am we will do our best to send you a replacement the same day.

Casa Latina does not employ the workers whom we refer; when you make the decision to hire them, you are their employer and they are your employees. Thus, while we do our best to only refer workers who are skilled and dependable, we cannot and do not guarantee that worker performance will always meet your expectations. Casa Latina is not responsible for any such failure in worker performance or for any damage or injuries that could conceivably occur during the performance of the work you have hired these workers to perform. We do welcome your feedback on the experience you have in hiring workers from Casa Latina. You can contact us by calling 206.956.0779 x3 or by sending an email through the form at <http://casa-latina.org/contact-us>.

9) Do the workers have their own tools?

Generally, our workers do not have their own tools.