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Nebraska new hire report

As of January 1, 2010, the employee definition under the Nebraska New Recruitment Reporting Act included openly independent contractors for the first time. Nebraska law stipulates that all employers report newly hired or rehired employees within 20 days of the hiring or rehired date, including their names, addresses, social security numbers, and the date of hiring or rehired. Nebraska employers must now report to the new job when hiring independent contractors. Like the \$600 threshold for the 1099-MISC, this is necessary no matter how little money is included, as no minimis is standard. In addition, independent contractors paid after January 1, 2010 must be reported regardless of how long the employer has done business with the contractor in the past. For unknown reasons, the Nebraska amendment contained a definition of an independent contractor in the employee definition. Other states have clearly taken such a definition and described an independent contractor using the definition used by other states as the New Hires website of the Nebraska State Guide under the terms set forth in a contract in which an individual providing goods or services to an employer or in a verbal agreement for compensation that is reported as income other than wages and is an individual , is the sole shareholder of a company or the sole member of a limited liability company. However, Nebraska has not adopted this language in its bylaws, and as of this article (February 2010), there are no regulations or proposed regulations for this oversight. The exact language of the law requires a recruitment or rehired report for any contractor providing goods or services for compensation, with nothing in the law explicitly limiting it to individuals, individual owners or single member companies or LLCs. With a display of an employee's date of sending, hiring or rehired a copy of the W-4 form, it will usually be sufficient for the requirements of this Act. However, employers may now want to consider using the new federal Form W-9, which has been revised to list the first and last name of such independent contractor providers, and FEIN or SSN. More importantly, employers are required to submit their reports using the social security number of self-employed people, even if they work with a company that has FEIN. Therefore, while employers can ask independent contractors to fill out the new W-9 form, if the individual's social security number is still unknown after reviewing W-9, the employer should ask the independent contractor for it. If rejected, the employer is probably the best contractor to refuse to hire. Employers are advised to take advice from their lawyers on how to continue given the unanswered questions arising from this change. Kevin McManamanknudsenlaw.com JavaScript seems to be inactive. Please enable JavaScript to use all features of this website. JavaScript does not seem to be enabled. Please enable JavaScript to use all features of this website. Site.