

Labor Law & Contracting for Youth and Young Adults: Breaking Down Barriers to Equitable Compensation

Wednesday, June 25, 2025
1:00 - 2:30 PM Eastern (12:00 PM Central
11:00 AM Mountain | 10:00 AM Pacific)

TrueSelf
HEALTH & WELLNESS
LIFESTYLE

NATIONAL
NETWORK
for YOUTH

Sustainable
Economies
Law Center

NHLC
NATIONAL
HOMELESSNESS
LAW CENTER

Welcome!

- Introduce yourself in chat with your name, pronouns, organization, location, and an emoji to show how your day is going so far. 🥹 😁 😢 😦 😡 🤗 🤪
- Put your questions in the Q&A throughout the presentation.
- The slides and recording will be available on our website.
- Complete the post-webinar survey so we can improve for next time.

For any technical issues please contact Kaila Craw at kaila.craw@nn4youth.org.

Agenda

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Sustainable Economies Law Center

01. Introduction

02. Youth Compensation Legal Guide Overview

03. Business Law Basics, Transformative Processes for IC Agreements, Intro to Cooperatives

04. Breakout Rooms

05. Questions

Our Speakers



Ricardo Nuñez
Sustainable Economies Law Center



Katie Scott
National Homelessness Law Center



Jacq Tate
TrueSelf LLC



Maria Aoki-Chavez
Laulima Konbit, LLC

About National Network for Youth

NN4Y is on a mission to transform systems so that no young person in America experiences homelessness.

NATIONAL NETWORK for YOUTH

collaborate • advocate • transform

http://nn4youth.org/

NN4Y works with youth who have experienced homelessness and youth service providers from across the country to prevent and end youth, young adult, and young parent family homelessness and human trafficking. Together, we envision a future in which all young people have a safe place to call home, with endless opportunities to achieve their fullest potential.

Our Programs

- Federal Policy Advocacy
- Youth + Youth Adult Partnerships
- Community-Based Solutions

NN4Y Programs + Approach



Youth Leadership & Partnership

Through our National Youth Advisory Council (NYAC), we partner with young leaders to educate, advocate, and train others to end youth homelessness.



Policy Advocacy

With our network of young leaders and service providers, we advocate for youth-centered, community-driven policies and resources to end youth homelessness.



Supporting Communities

We help communities build Youth Action Boards, strengthen partnerships, and advocate for policies that remove barriers and address the root causes of youth homelessness.

NN4Y is Launching a New Tool for Young Leaders:

The Youth Action Leadership Certificate

- For young advocates (ages 18-24) and their supporters
- 8 weeks of live virtual sessions
- Gain skills in:
  - Youth Advocacy
  - Housing & Homelessness Systems
  - Effective Stakeholder Relationships
  - Meeting Facilitation & Project Management
  - Leading Youth Action Boards (YABs)



NN4Y is exploring ways to deliver this to your community, reach out through our interest form and our team will follow up!

Interest form: bit.ly/YouthActionInterest

NATIONAL NETWORK for YOUTH

Starting July 2, 2025!



I AM HERE: Vital Document Legal Hotline for Youth

A free, dedicated state-specific legal assistance hotline for **youth experiencing homelessness** to help obtain:

- State ID cards and licenses
- Social Security Cards
- Birth certificates
- Documents needed to obtain an ID and license

1-800-870-DOCS

**Voicemails are welcome and will be returned.

Every Wednesday

12 to 8 PM Eastern | 11 AM to 7 PM Central

10 AM to 6 PM Mountain | 9 AM to 5 PM Pacific

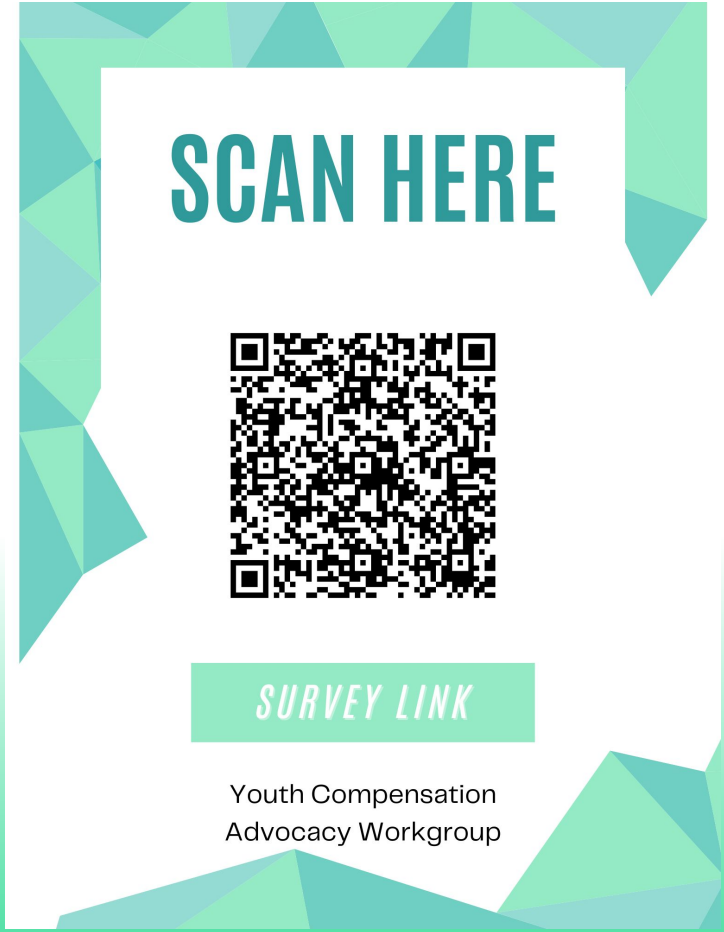
Baker McKenzie.

NATIONAL NETWORK for YOUTH

SURVEY LINK

Consulting, Gig Work, and Youth Engagement Survey

https://forms.cloud.microsoft/pages/responsepage.aspx?id=svFm8qwOCEOyd4Py1FwudYaB16H12RIHq7abLCHD16tURUVZSDc1U1pHVUdBRFYyNkIITOhXOVJQSy4u&route=shorturl



Labor Law & Contracting for Youth and Young Adults

Breaking Down Barriers to Equitable Compensation

June 25, 2025

Host: Barbara Huggins, *Community Strategies Associate*, National Network for Youth

Presentation Speakers:

- Katie Scott, *Youth Homelessness Program Director*, National Homelessness Law Center
- Ricardo Nuñez, *Staff Attorney & Director of Economic Democracy,* Sustainable Economies Law Center

Breakout Room Facilitators:

- Jacq Tate, *Co-Owner*, TrueSelf LLC
- Maria Aoki-Chavez, *National Consultant and Co-Founder*, Laulima Konbit

AGENDA



Presentation: Overview of the Youth Compensation Legal Guide

Presentation: Business Law Basics & Transformative Processes for Independent Contractors

Breakout Sessions/Q&A

Resources and Wrap Up

PRESENTATION

Youth Compensation Legal Guide

Slides created by Katie Scott (NHLC) and Sofie Fashana (Next100)

BACKGROUND

- Initially inspired by AWHA Youth Compensation Town Halls
- Realized the need for more convo around this when my ops director informed me that I would need to collect a W9 form to give out a $50 gift card
- Youth Compensation Advocacy Workgroup convened in late 2023. Initially, just providers but quickly realized that the only way to hold our group's work accountable to young people was to invite young people.
- The Legal Guide is one of the first projects of the Workgroup. It is co-authored by the Law Center, volunteer attorneys from the American Bar Association and Alston & Bird, as well as Jacq Tate (reviewed and vetted by other young people in the workgroup, too)

FRAMING

There is a rich history of youth-led movements and organizing BUT nonprofit organizations and government agencies are very different entities than youth-led grassroots movements.

Effort to center youth with lived experience in that work has been rocky, at best, and has caused harm to youth, at worst.

FRAMING

Why is this?

- Barely enough resources and operational staff to keep up with basic compliance, let alone to engage in consistent, trauma-informed labor practices.
- Blurred the lines between organizations' relationships with young people as service providers and as employers/contractors
- Lack of understanding re: ALL of the legal implications of paying youth for their expertise.

FRAMING

It is a **gift** when young people with lived experience choose to engage with youth homelessness systems.

What can YOU do

- Follow all applicable laws
- Honor commitments made to young people
- Use institutional power to **change policies and practices** in response to youth feedback

FRAMING

The ultimate goal is not to have more young people working with youth homelessness organizations –

the goal is for young people to have what they need to thrive and to make the need for these organizations obsolete.



OVERVIEW OF THE GUIDE

TOPICS COVERED

CHAPTER 1. Understanding How Nonprofit Organizations Work 5
- Articles of Incorporation, Bylaws, and Tax-Exempt Status 5
- Board of Directors 6
- Fiscal Sponsorship 7
- The Role of the Executive Director and Other Operational Staff 7
- Grant Funding 7
- Programs and Program Staff 8

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- Best Practices for Organizations 11
- Red Flags for Young People 12

CHAPTER 3: Contract Law Considerations 13
- Contracting Best Practices 13
- Potential Red Flags when Writing a Contract 14
- Special Considerations for Accessibility, Accommodations, and Disability 15
- Contracting Problems and Solutions - Based on Real Life Scenarios 15
- Best Practices for Organizations 17
- Quick Note on Non-Disclosure Agreements and Non-Competes 17

TOPICS COVERED, CONT'D

CHAPTER 4: Tax Implications 19
- Form 1099 19
- Filing Taxes as a Non-Employee: Who, What, Where, When, Why 20
- Expenses and Recordkeeping Tips for Youth Contractors 21
- Tax Information for other Types of Income 22
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- Best Practices for Young People 24

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- Effect on Taxes/Tax Filing as a Business 29
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- Policies 31
- Types of Payments? 32
- Paperwork Required? 32
- Payment Options and Timelines 33
- Be Ready with Resources for Youth 37
- Plan Ahead for the Time and Costs 37

NEW SECTION (AND LOOK) AND MORE CONTENT – COMING SOON!

IMPACT AND IMPLEMENTATION

- Next Steps for Youth
- Get Engaged with your Organization
- Get Involved with the Youth Compensation Advocacy Workgroup

Also, we'll be adding more information re: working with young people with disabilities and a deep dive on name changes and tax issues in the coming months!

LABOR LAW

First things first



LABOR LAW: TAKEAWAYS

For our purposes, the categories are **participant**, **contractor**, or **employee**

- **Participant**: someone who receives a stipend, gift card, or incentive to attend a meeting, focus group, or training.
- **Independent Contractor**: A contractor is generally someone with a specialized skill that is in the business providing services to others based on that skill.
- Know the signs that someone is **actually an employee and not an IC**

CONTRACTING

Make it clear and negotiable



CONTRACT LAW: TAKEAWAYS

- Use plain language
- Provide detailed payment terms including amount and schedule of payment(s), method and mechanics of payment, who to reach out for payment questions, etc.
- Be open to negotiation (NOT take it or leave it)
- Send a copy of the contract to all parties
- Make sure that EVERYTHING that is needed for the contractor to complete the project or task is included

TAX AND BENEFITS ISSUES

Do no harm



TAXES: COMMON MISUNDERSTANDING

Young people often assume that they aren’t earning enough money to owe taxes or that the organization they are working with is withholding taxes.

TAXES: EMPLOYEES VS. CONTRACTORS

Employees:

- Taxes withheld by employer
- Employer pays matching Social Security & Medicare

Contractors (Self-Employed):

- Must track & pay own federal/state income tax
- Responsible for **15.3% self-employment tax** on net earnings of **$400+**

TAXES: EMPLOYEES VS. CONTRACTORS

Pay-As-You-Go System:

Taxes must be paid throughout the year, not just at tax time

Missing payments may result in penalties

Employers handle this through withholding—contractors must plan ahead

PUBLIC BENEFITS

- Almost all government benefits are connected to income – but how can a young person prove their freelance income?
- **Let young people know that even small amounts of income may be reportable and may impact their public benefits**.
- For young people working as contractors, hourly rates should take into account the potential loss of benefits.
- For young people who receive SSI or SSDI, most disability benefits require that a person not be able to engage in “substantial gainful activity”. Consult an attorney if you aren’t sure how to navigate.

ADMININISTRATION OF PAYMENTS

Harder than you think

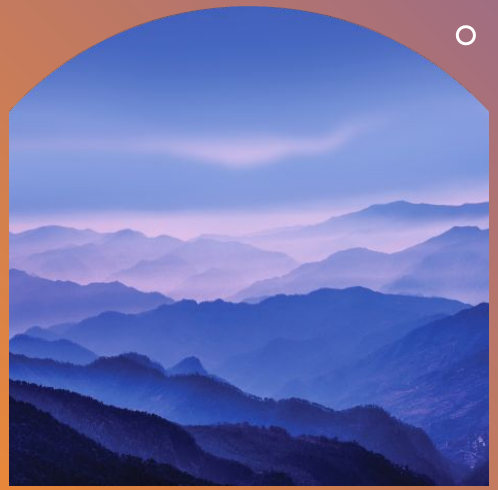


PAYMENTS: TAKEAWAYS

Organizations say they value youth voice, but when payment systems are slow, unclear, or rigid, it undermines that message and erodes trust and credibility.

PAYMENTS: CONSIDERATIONS

- Written Policies?
- Types of Payments?
- Paperwork Required?
- Payment Options and Timelines
- Be Ready with Resources for Youth
- Plan Ahead for the Time and Costs

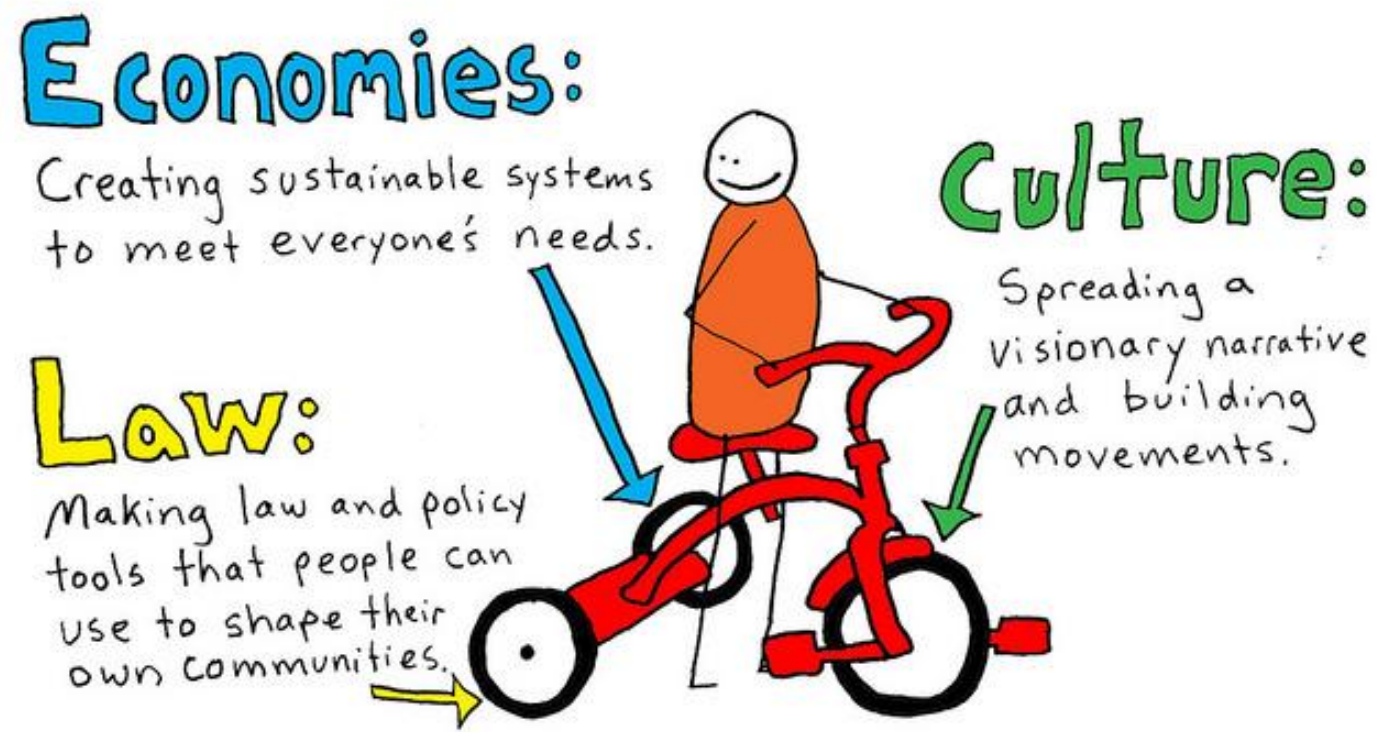


THANK YOU

Katie Meyer Scott

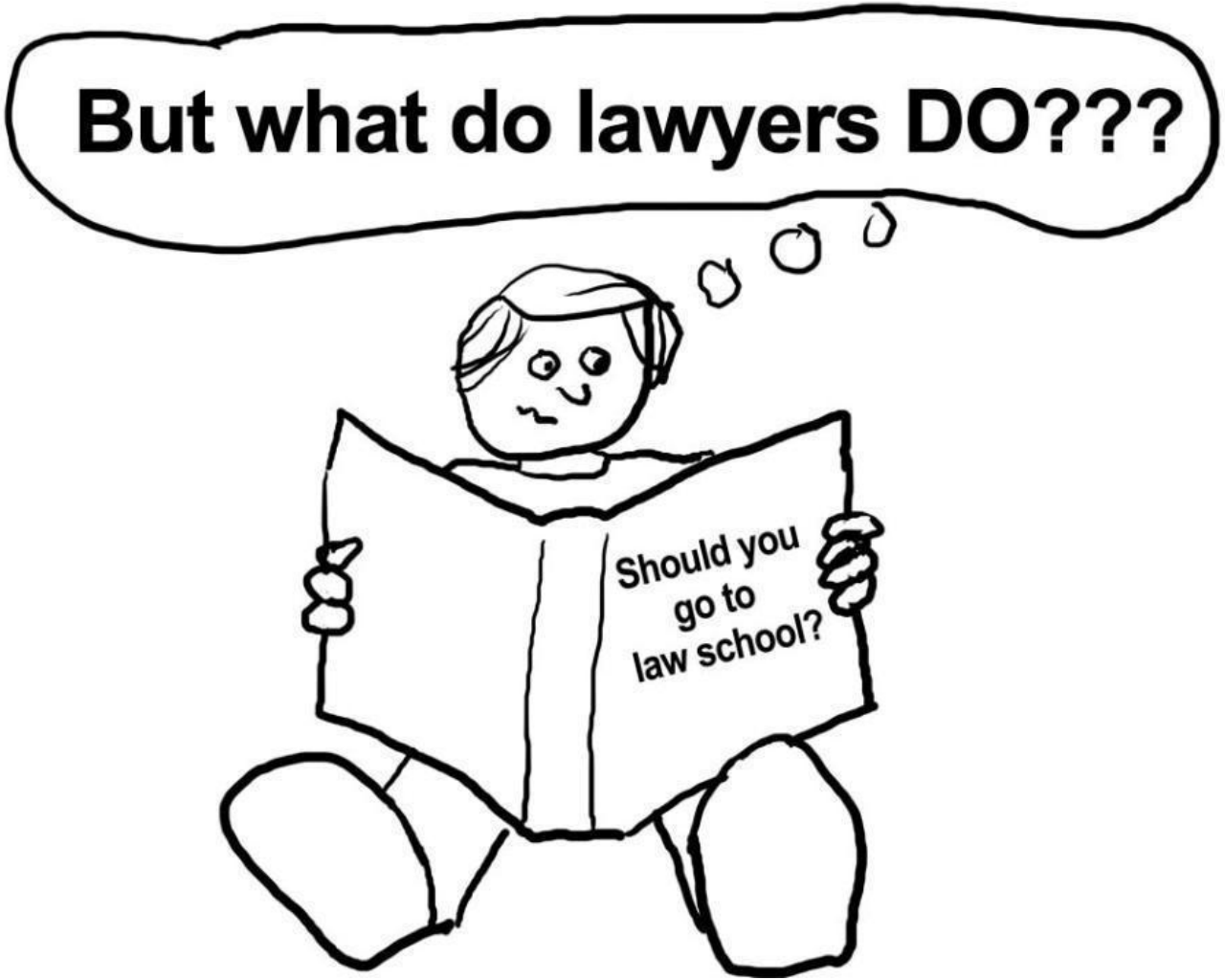
kmeyerscott@homelesslaw.org

A little about the Sustainable Economies Law Center

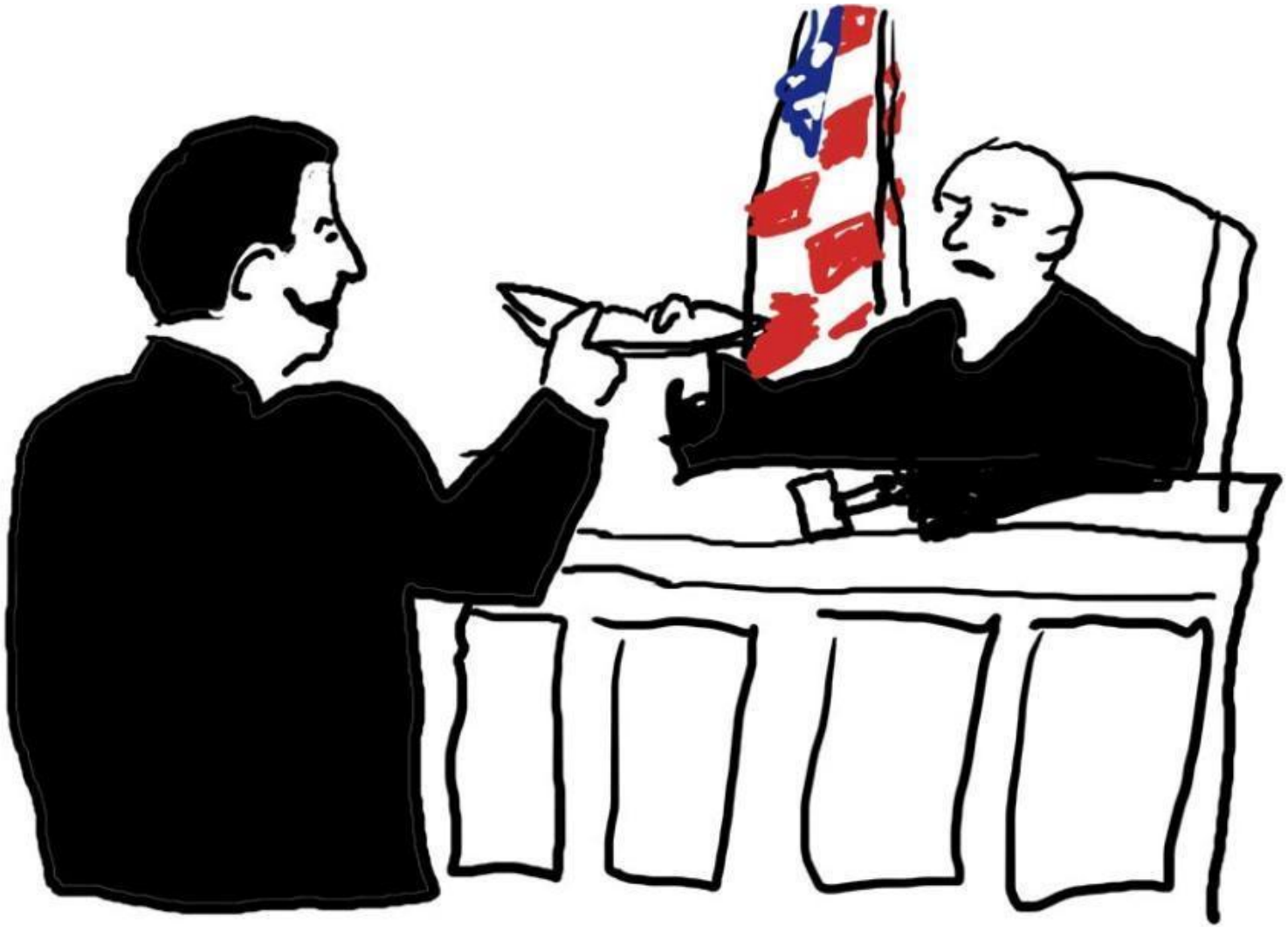


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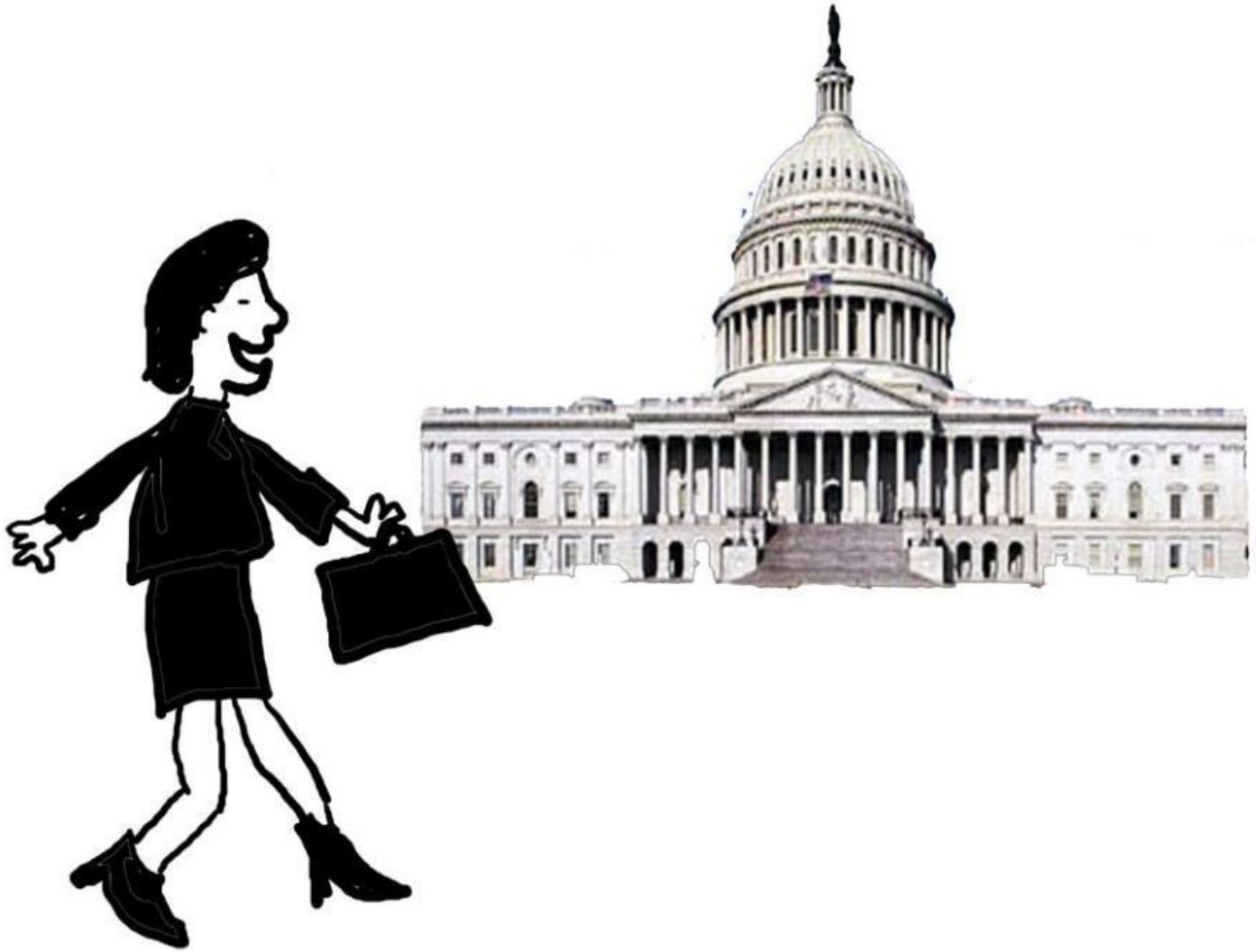


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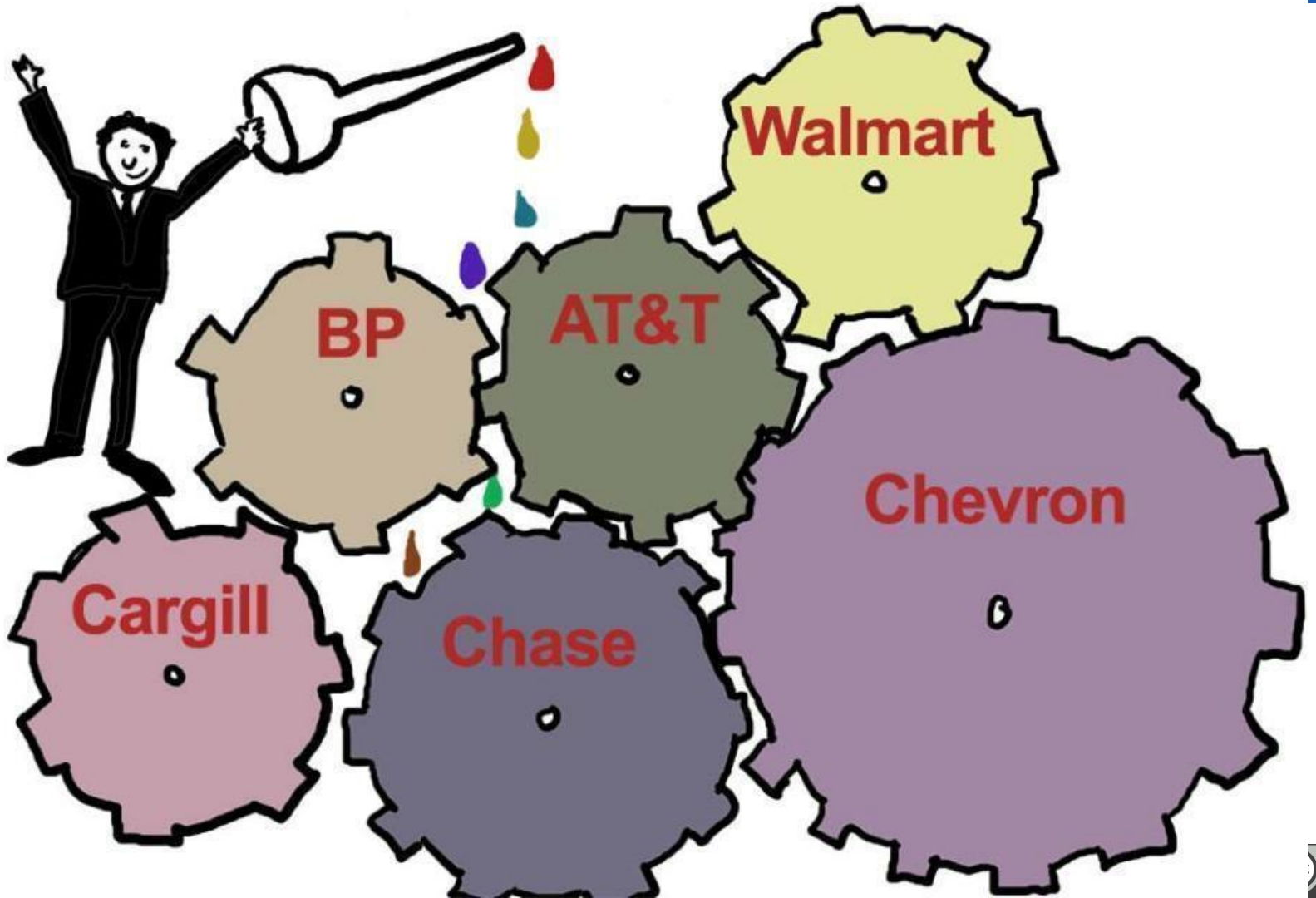


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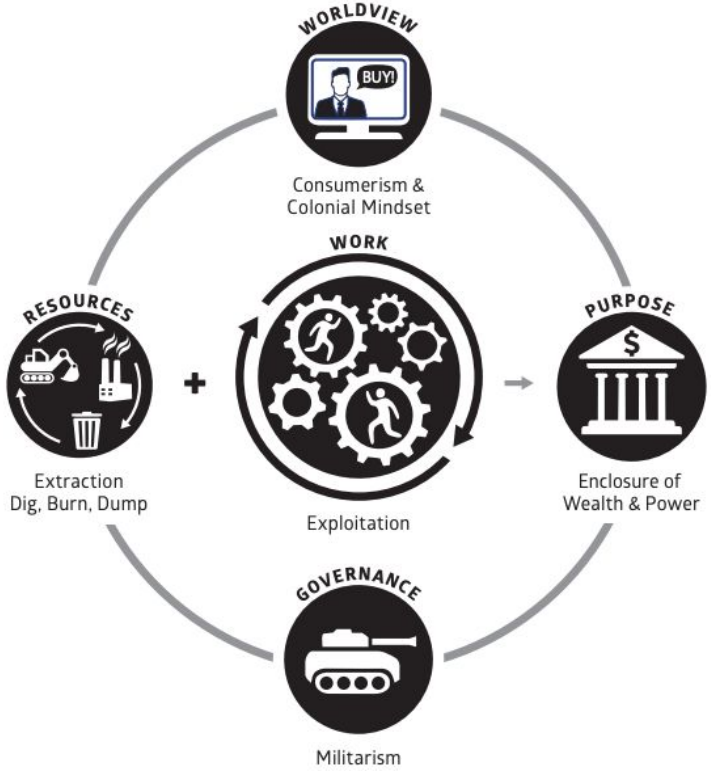

organizations
agreements
tax
regulations
transactions
manage risk

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Pillars of the Extractive Economy



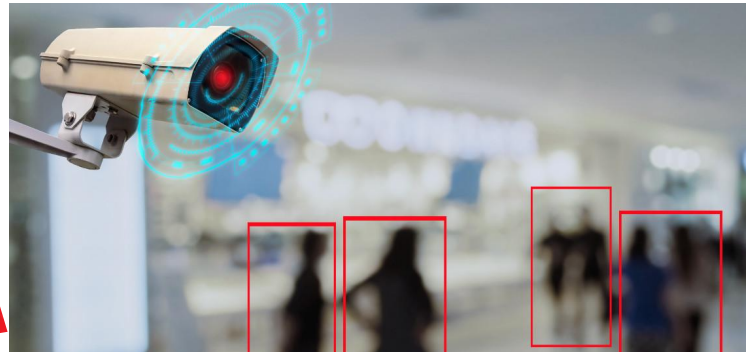
"Dominator culture has tried to keep us all afraid, to make us choose safety instead of risk, sameness instead of diversity. Moving through that fear, finding out what connects us, reveling in our differences; this is the process that brings us closer, that gives us a world of shared values, of meaningful community." —*bell hooks*

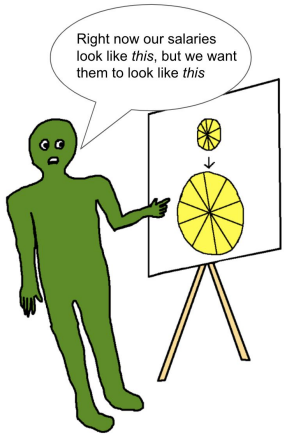
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Nonprofit Industrial Complex: *Funding Our Work*

a **system of relationships** between the State, the owning classes, foundations, and non-profit/NGO social service & social justice organizations that *(amongst other things)* **encourages social movements to model themselves after capitalist structures** rather than to challenge them.







"NPIC"



Economic Democracy

"Mainstream economics has a stranglehold on our possibilities….

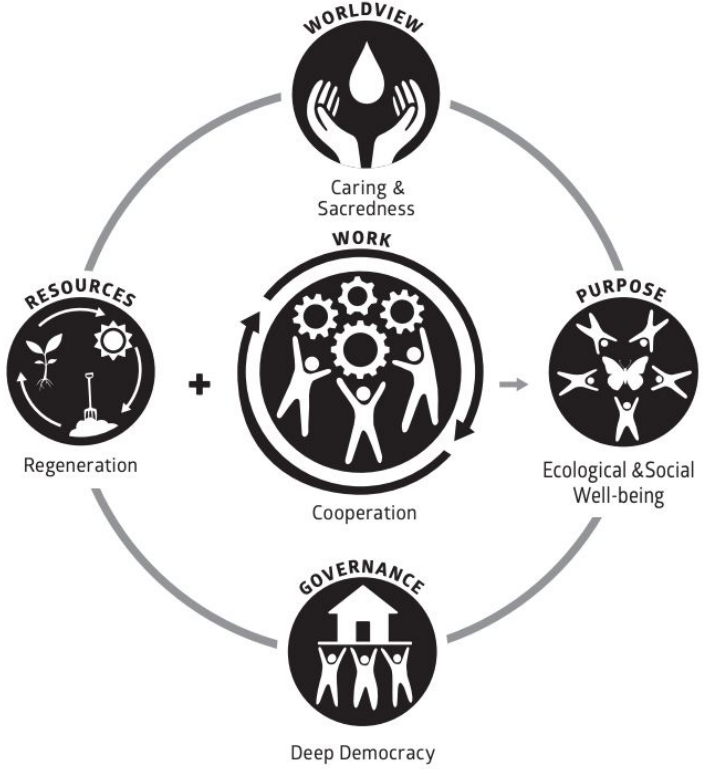
Economics can be liberatory instead of exploitative, and it is our duty to make it so."

- *Jessica Gordon Nembhard*



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Pillars of the Regenerative Economy



Reorienting the purpose of our economy to community resilience, ecological restoration, and social equity.

Work is organized democratically via voluntary cooperation

Work is not only our jobs, it is all the caregiving we do and the roles we play in society

Collective labor is organized to meet the needs of our communities

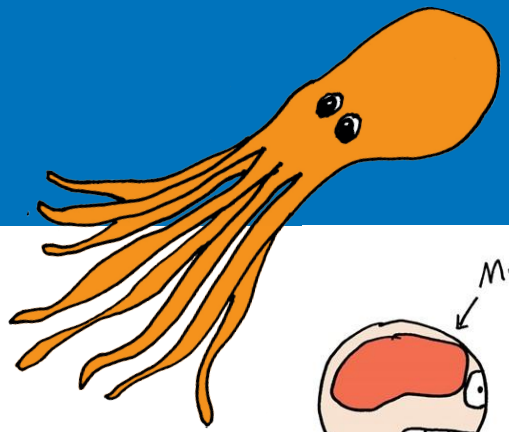


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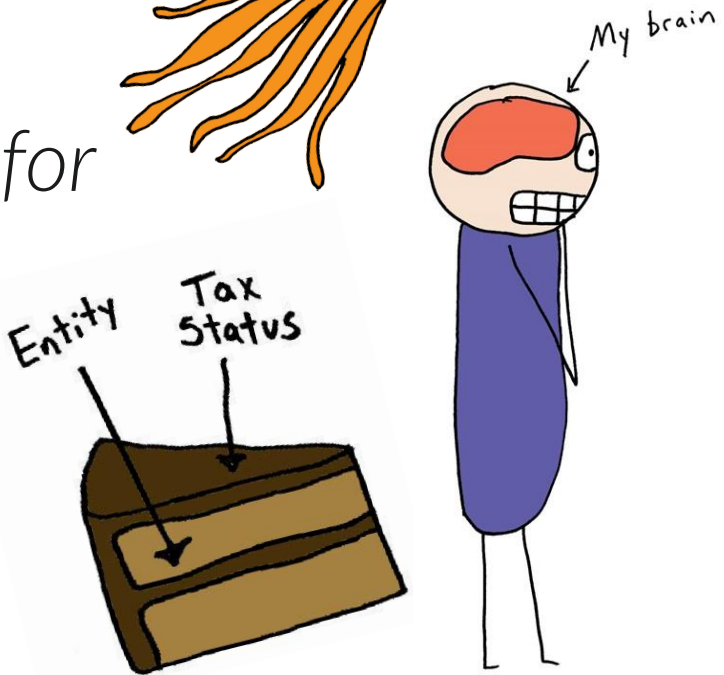
We exist to bridge the gap in legal expertise needed to transition from destructive economic systems to innovative and cooperative alternatives.

Our programs work together in identifying key leverage points in our existing economic and legal systems, removing strategic legal barriers, and creating replicable models for community resilience.

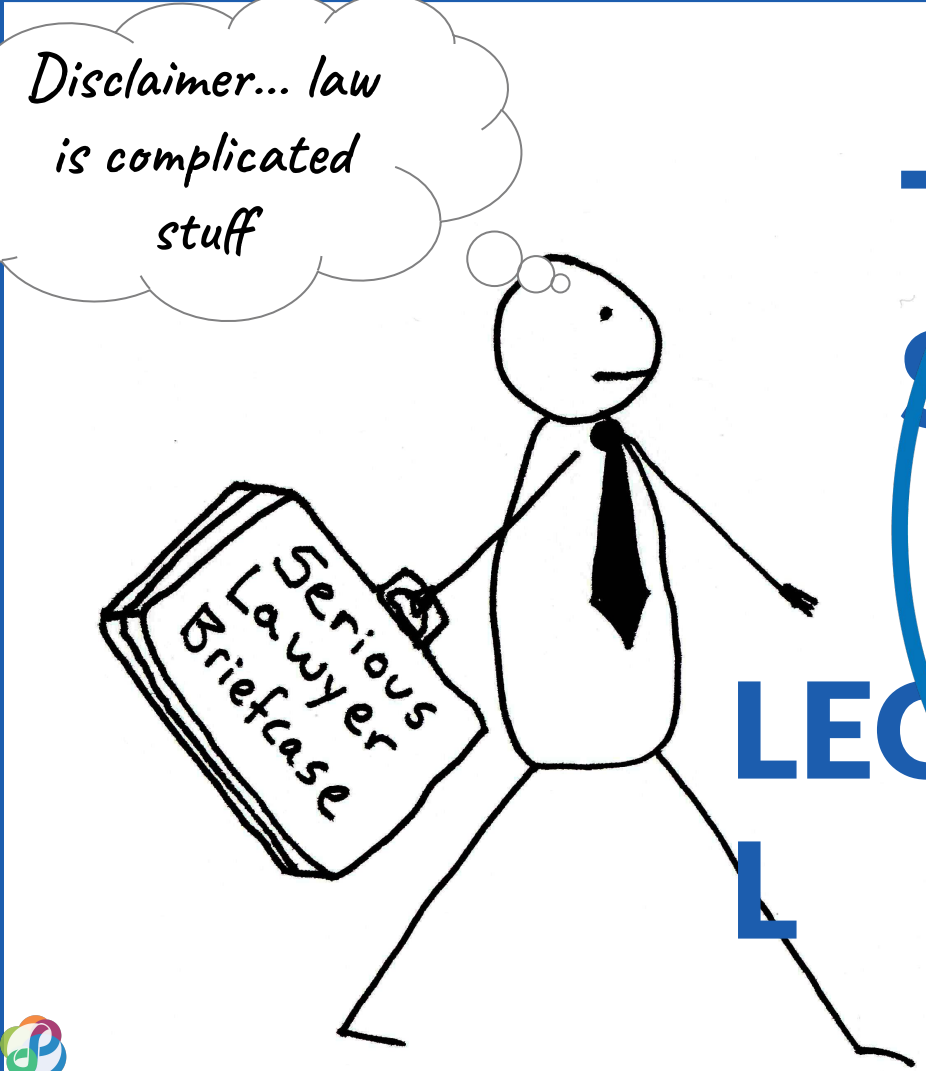
Agenda Flow



- Octopus Agreements!
  - *5-part participatory process for co-creating your agreements*
- What's Intellectual Property?
- What's a Legal Entity?



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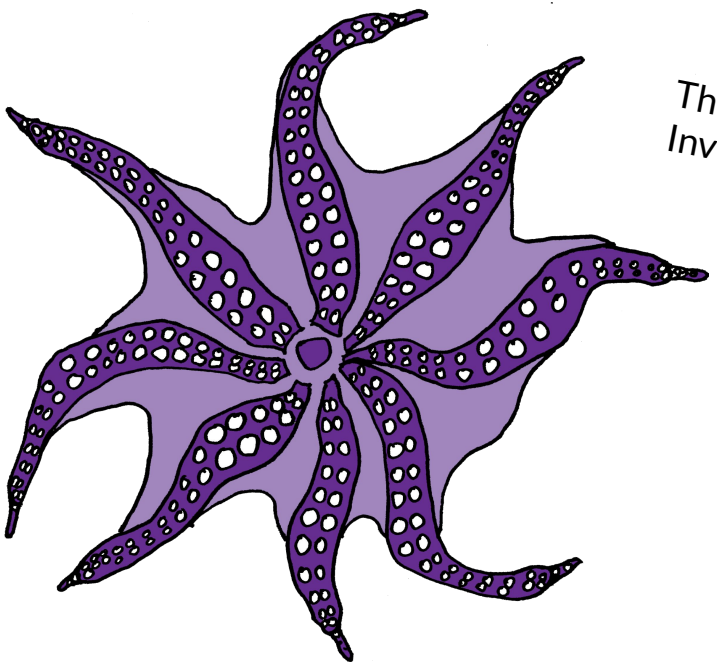
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Making Octopus Agreements

Inspiration for rethinking how we form relationships and make agreements to create a repaired and transformed world.



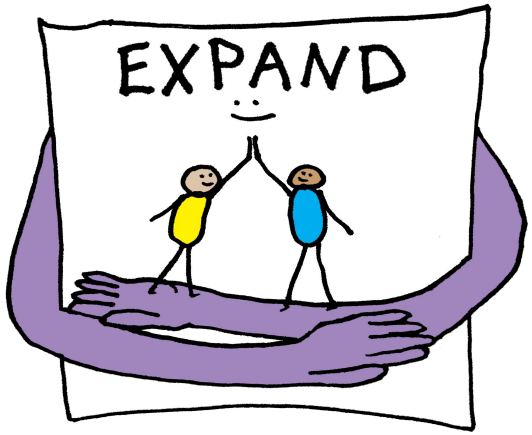
This is experimental and emergent. Inviting feedback!

It’s time to expand, not contract.

Conventional contracts assume – and then reinforce – sharp boundaries between people, each party with a set of distinct interests, seeking primarily to gain from the transaction.

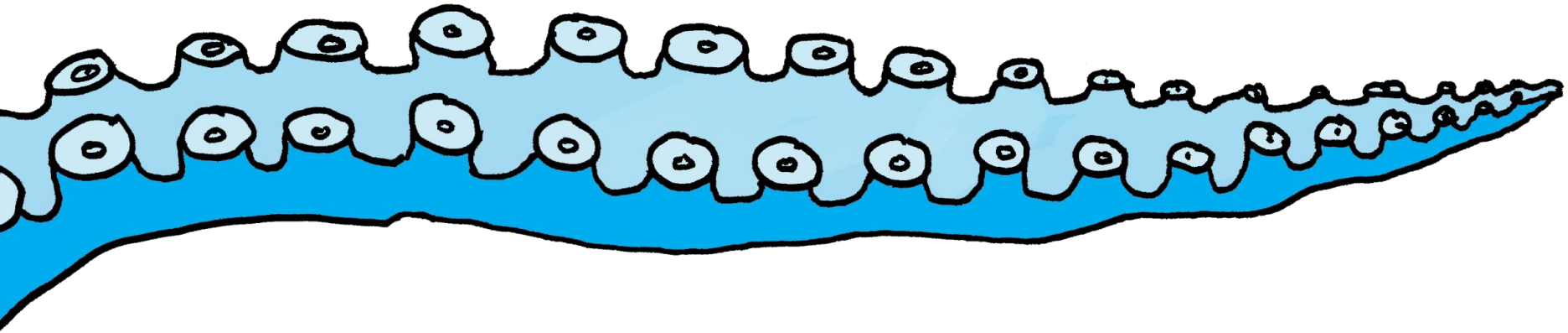


Can we blur our boundaries and create a more expansive space within our agreements to forge bonds, create, and adapt together as we shape our futures in the cradle of collective repair and thriving?



We are each like the arm of an octopus

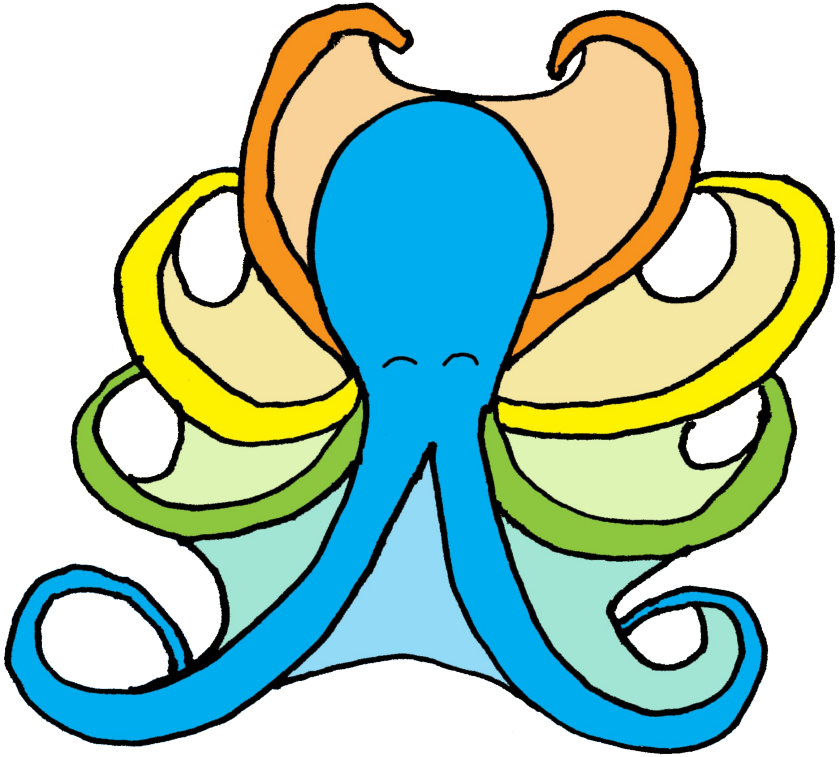
Like individuals in a community, every arm of an octopus has its own intelligence, with autonomy to move in response to nuances in its environment.



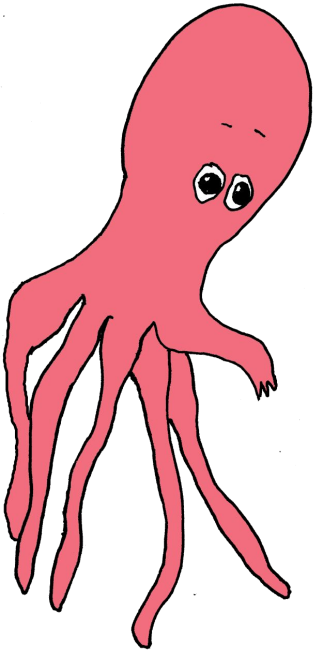
And together, we are a single organism

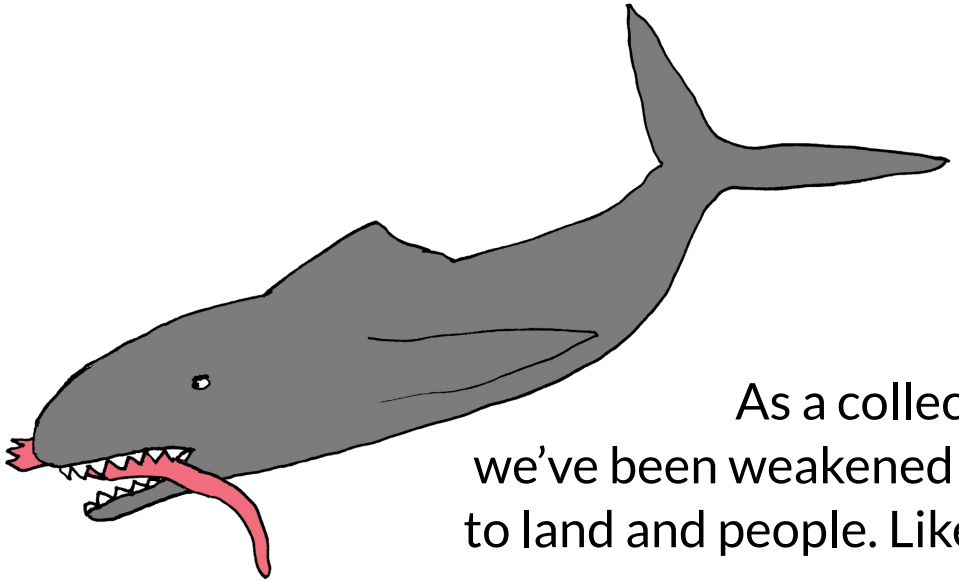
A group of individuals creates a new organism when they join together to engage in a project or form a household, an organization, or another community.

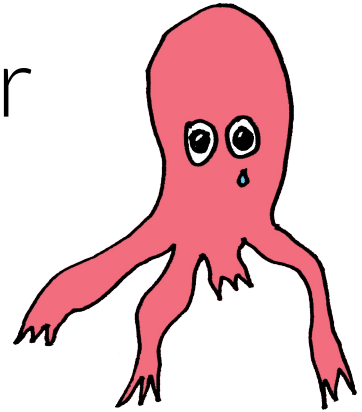
The agreements we make with each other (contracts, bylaws, and other documents) are like the skin of an octopus, holding all of us together according to the values, visions, and plans we share.



We have the power to repair



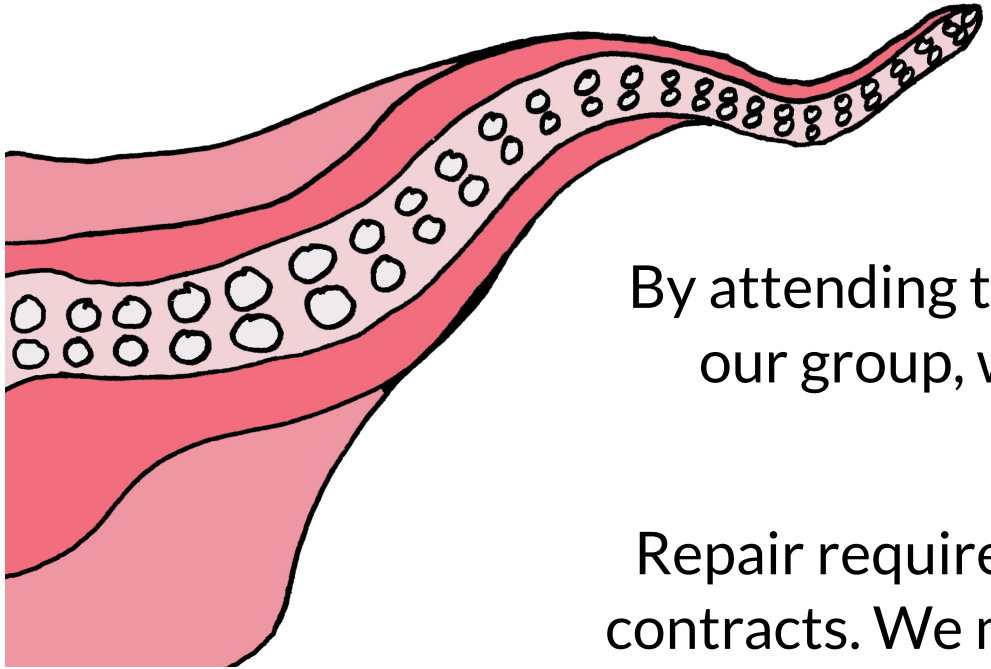




As a collective organism,
we've been weakened by centuries of harm done to land and people. Like an octopus, we can repair and heal.

We honor our collective body by honoring each individual. We adapt and provide the nutrients needed for each unique individual to thrive.

Repair makes us powerful



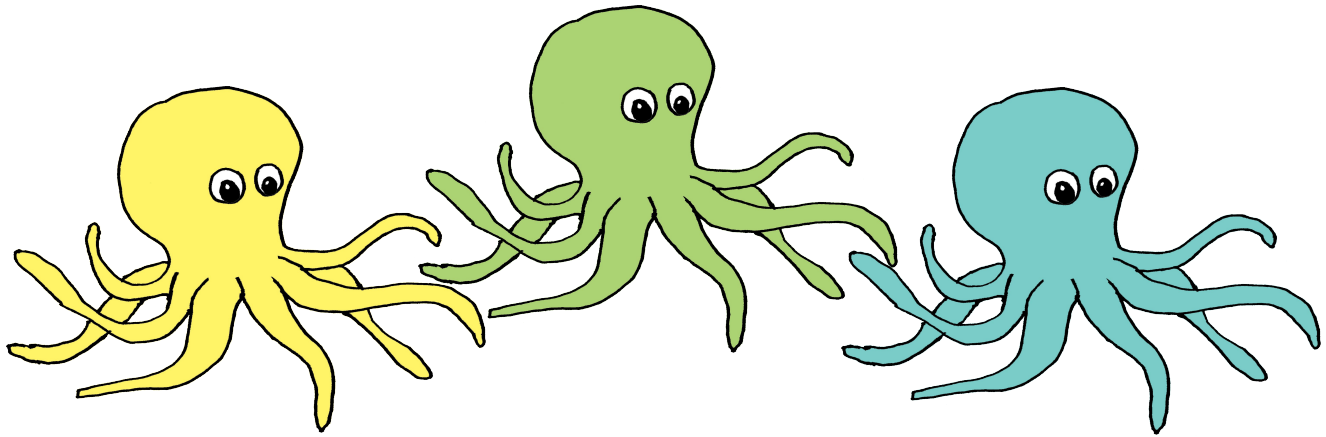
By attending to the wellbeing of each member of our group, we attain the greatest collective strength and agility.

Repair requires **adaptive agreements**, not static contracts. We must be sensitive to changing needs and continually shift to channel resources to where they are most needed.

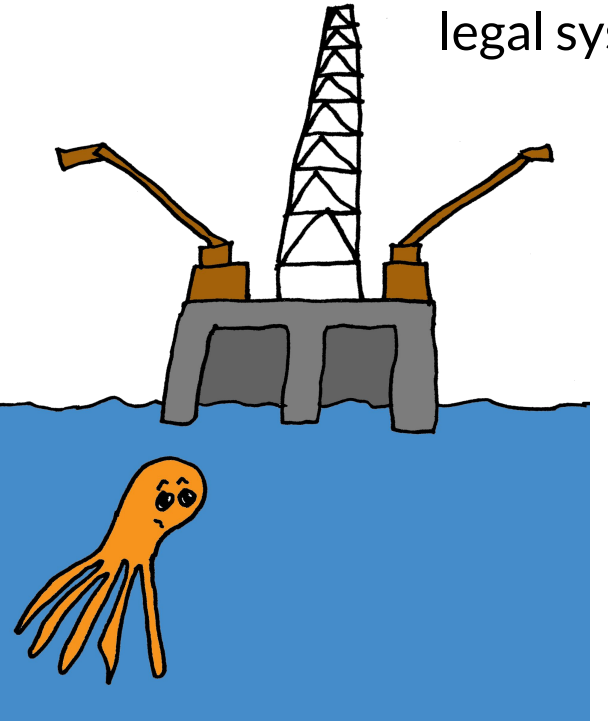
We have tools to adapt

Like the skin of the octopus, an agreement holds our collective organism together and gives us tools to adapt and survive. Each part of a contract can be like a skin cell of the octopus, which can be recolored, reshaped, and retextured in response to changing circumstances and needs.

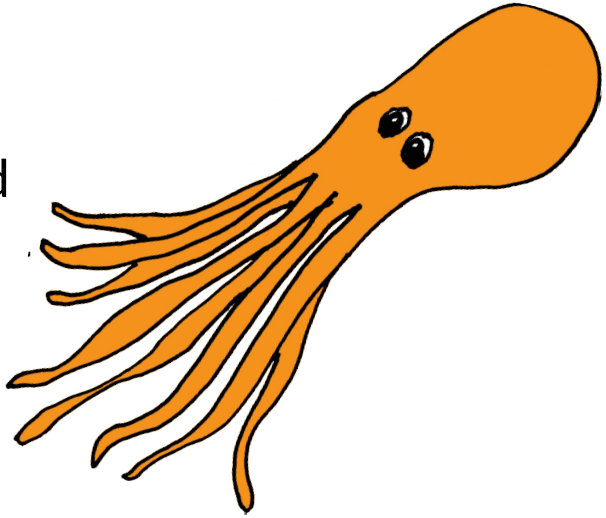
Shorter and simpler agreements can create stronger bonds and more adaptive groups.



We are learning and practicing



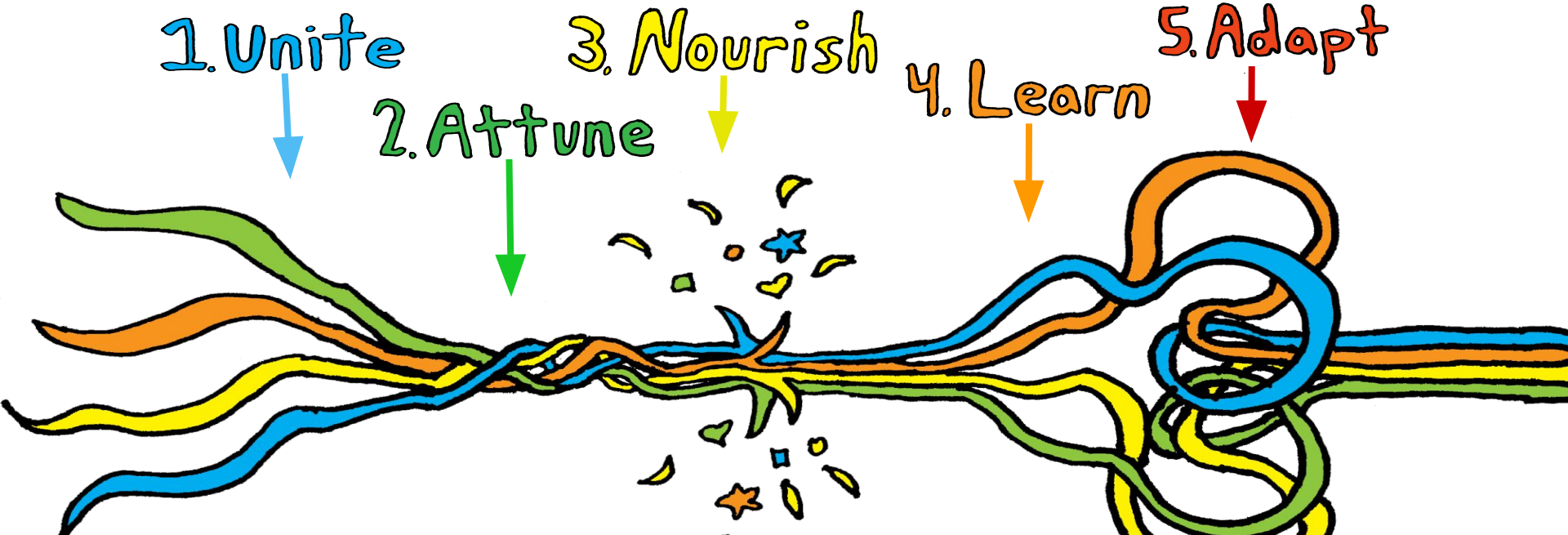
We've been immersed in a culture, legal system, and economy founded on exploitation.



To inhabit a transformed world, we must unlearn, then learn and practice different ways of being, re-imagining every part of our world.

Welcome to a living document.

This document brings together a group of people and/or organizations in a common pursuit to collectively heal, thrive, and continually adapt as the future unfolds. This is a living document that will be brought to life and periodically adapted through a 5-part participatory process.



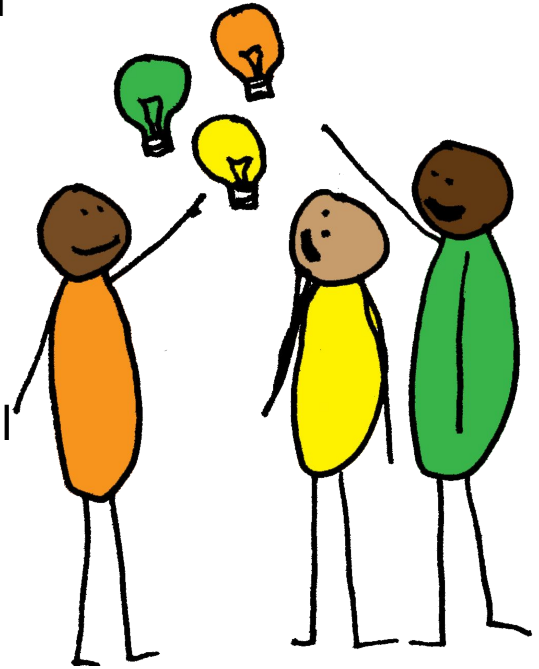
Documents shouldn't look like this:



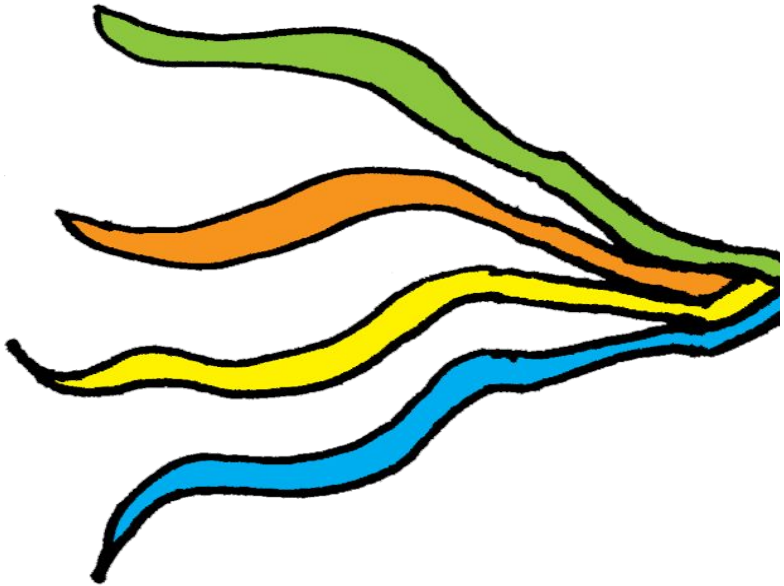
How we'll co-create this agreement

We will create this agreement over the course or one or a few conversations. The conversations will cover the following 5 subjects:

1. **Unite**: What motivates us to come together?
2. **Attune**: What is important for us to know about everyone involved?
3. **Nourish**: What is everyone committing to and what will everyone receive?
4. **Learn**: How will we continue to learn and build skills?
5. **Adapt**: How will we thoughtfully adapt our relationships and this agreement over time in response to changing circumstances?



1. Unite



This agreement brings people together to materialize both our individual and our collective visions. Below we each share our own visions, values, and purposes, then jointly develop our shared purposes and points of unity.

This section will **keep us oriented to our higher purposes**, even as we adapt our agreement over time to changing needs and circumstances.

1. Unite

- ➔ What gets us excited about this work/agreement? - Values
- ➔ Why are we both showing up here at the table? - Guiding Principles
- ➔ Where do we overlap? - Mutual goals

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2. Attune



Below, we deepen our understanding of our shared and individual circumstances. In the context of an unjust and unequal society, a one-size-fits-all agreement will be inadequate. The past experiences, present circumstances, important relationships, future goals, and broader social/economic/legal circumstances are all relevant **as we decide what each party may give and receive** as part of this agreement.

2. Attune

- ➔ What should we know about each other?
- ➔ Reflecting on what your capacity? *(This might change! That's okay!)*
- ➔ Co-creating a timeline that works both parties
- ➔ Setting times for checking in

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3. Nourish

Here, each party makes commitments to others. This will form the main substance of this agreement, and will likely grow and change over time, as we work together to create or borrow from a menu of options for shaping our relationships.



3. Nourish

- ➔ What are the administrative tasks that need to get done and who is responsible for each?
- ➔ When will the artist get paid and who is required to approve those requests?
- ➔ What roles will exist that we each play that will stay the same even if the people involved change?

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3. Nourish

- Dividing and defining administrative tasks
  - general and workers' compensation insurance liability,
  - volunteer management,
  - public relations,
  - securing permits,
  - bookkeeping and financial reporting
- Agreeing to how and when the worker will be paid
- Clarifying procedures for reimbursements for expenses
- Deciding how the agreement will cover unanticipated expenses
- Recruiting, providing insurance for, or securing signed waivers from volunteers
- Etc etc etc…

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4. Learn

Here, we make a commitment to continued learning by identifying specific learning goals, resources, and plans. To eventually inhabit a transformed world, we must carefully study the patterns that keep us oppressed and the pathways to liberation.



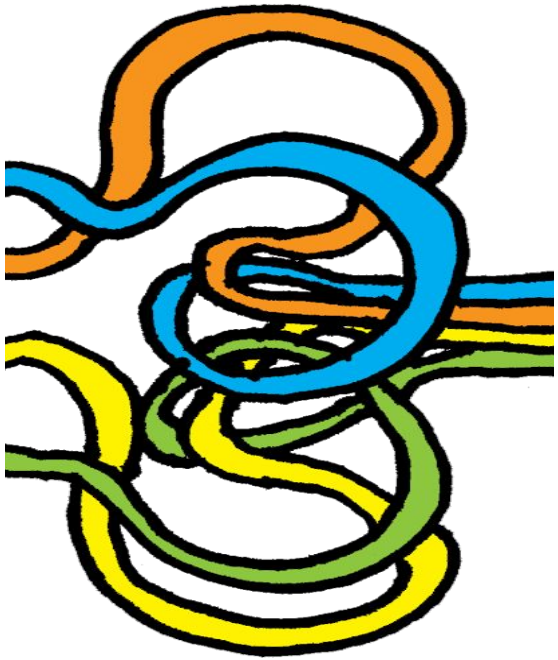
4. Learn

- ➔ How are we prioritizing learning from each other?
- ➔ How are we staying informed?
- ➔ What skills should we be developing as the project moves forward?

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5. Adapt

Here, we commit to participation in various activities and conversations that will allow us to constantly adapt this agreement and our relationships.



5. Adapt

➔ How do we want to commit to adapting, what tools would be helpful?

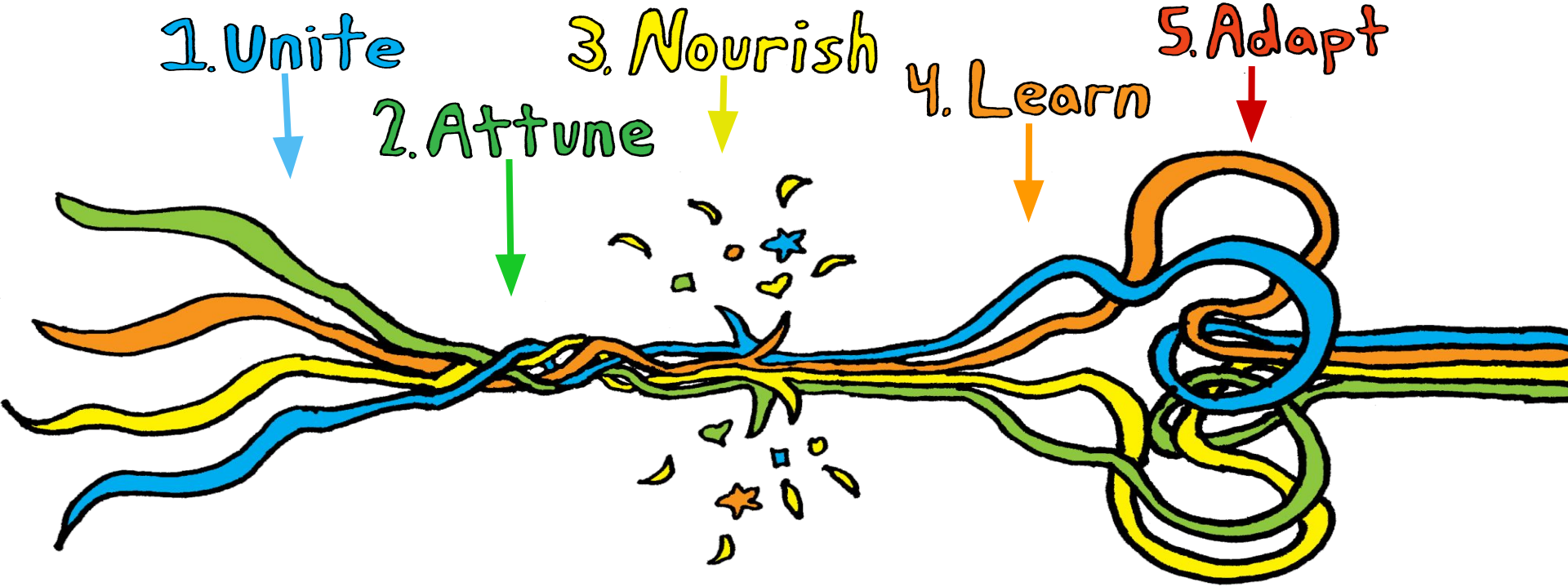
- Conflict resolution practice
- Routine check-ins
- Rituals
- Fun activities
- Written communication tools

➔ How do we want these conversations to feel?

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That's one way we can transform the way we work together



Intellectual Property



Trademark

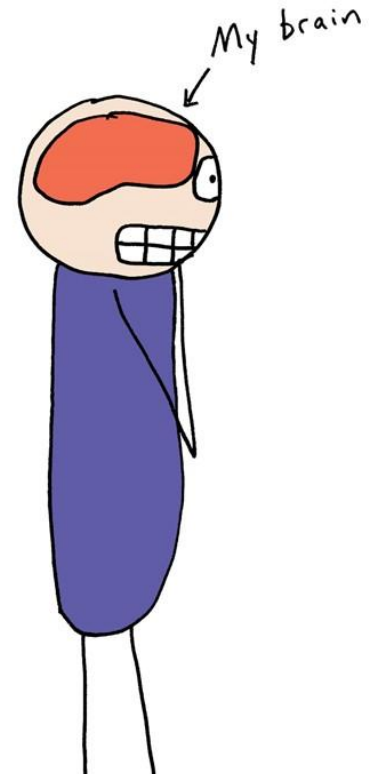
Copyright

IP Law

theselc.org/artists

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Intellectual Property: Points for Dialogue



- Rights to Creative Content (*"work for hire"*)
- Credit & Acknowledgment (*language, contexts*)
- Review & Approval rights (*publicity, program*)
- Social Media Protocols
- Rights to Media/Documentation (*contexts, duration*)
- Third party licensing

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LEGAL ENTITIES

1. What are legal entities, and why do we form them?
2. What is limited liability?
3. What are some common types of legal entities?

Preliminary Business Planning Questions:

1) Why are you starting a business?
2) What product or service will you offer?
3) Why do you want to organize your business as a cooperative?
4) What is your business model?
5) Is there a market for your business?
6) Can you get enough of a "share" of this market for your business to be viable?

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Some context setting: *the situationship in the US*

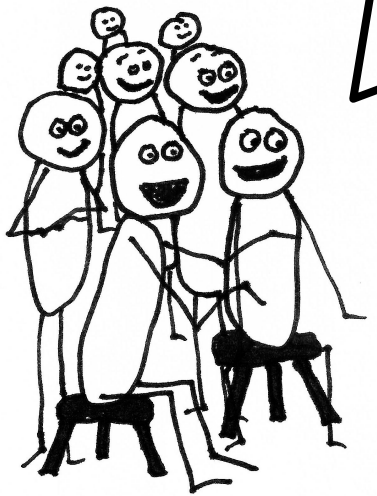


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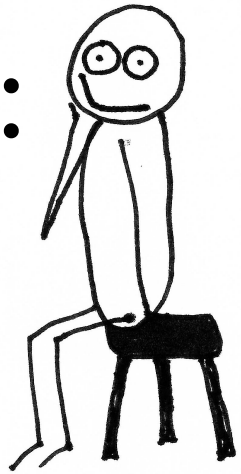
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Stuff Clients Say:

*We were leaning toward forming a **cooperative**. But then someone said we should do **B Corp**, then another person said we should consider **C Corp**, but we kinda wanna keep it simple and do an **LLC**. Oh, and someone said to incorporate in **Delaware**."*



Us:

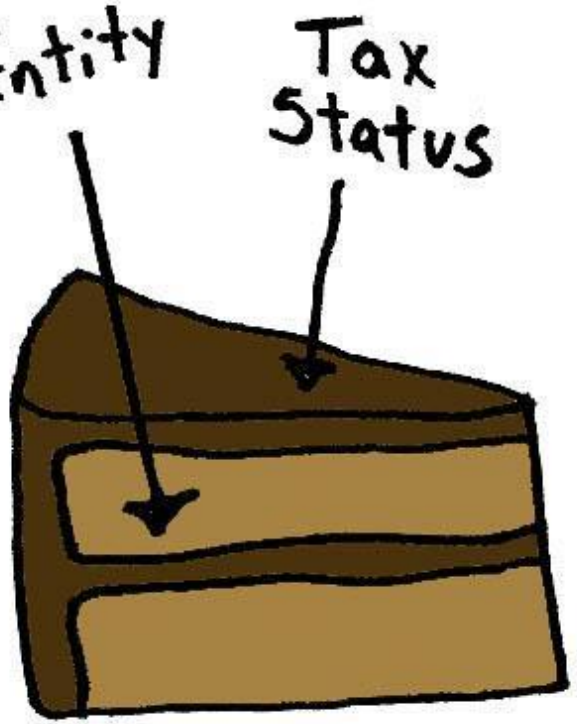


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So, let's turn to some cake:

(State level) (Federal level)



(Internal structures)

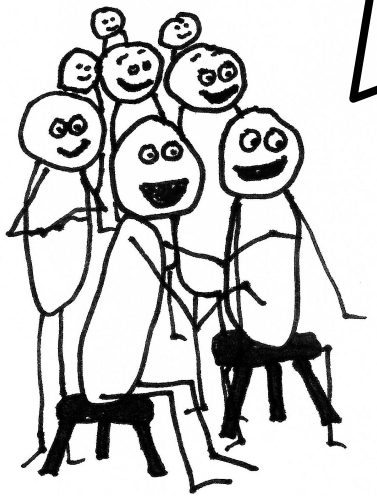


(What really gives the coop flavor! YUM!)

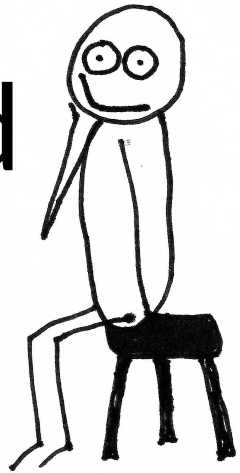
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Stuff Clients Say:

*We were leaning toward forming a **cooperative**. But then someone said we should do **B Corp**, then another person said we should consider **C Corp**, but we kinda wanna keep it simple and do an **LLC**. Oh, and someone said to incorporate in **Delaware**."*



Like a smashed up piece of cake!



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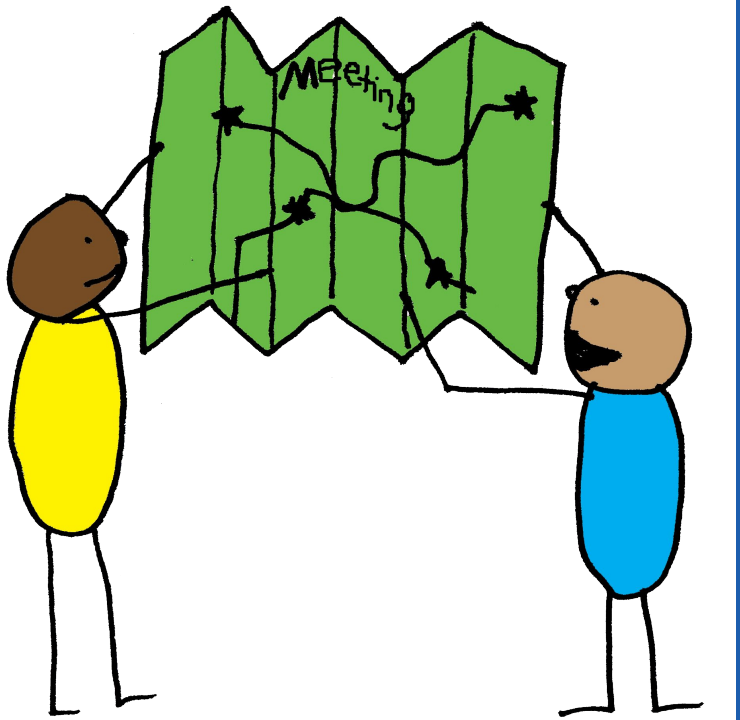
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WHAT IS A LEGAL ENTITY?

A legal entity is the legal structure and rules under which a business operates.

Examples of legal entities:

- General stock corporation
- Worker Cooperative corporation
- Limited Liability Company (LLC)



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DEFAULT: SOLE PROPIERTORSHIPS, PARTNERSHIPS



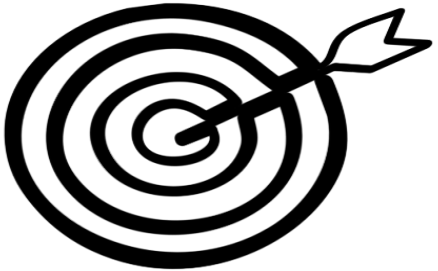
Liability

- Unlimited
- Can sue YOU and your business



Tax Treatment

- Avoid $800/year (min) entity tax *(in California)*
- Taxed as partnership



Mission/Formation

- Avoid organizational formalities

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Understanding Liability: How risky are your business activities?

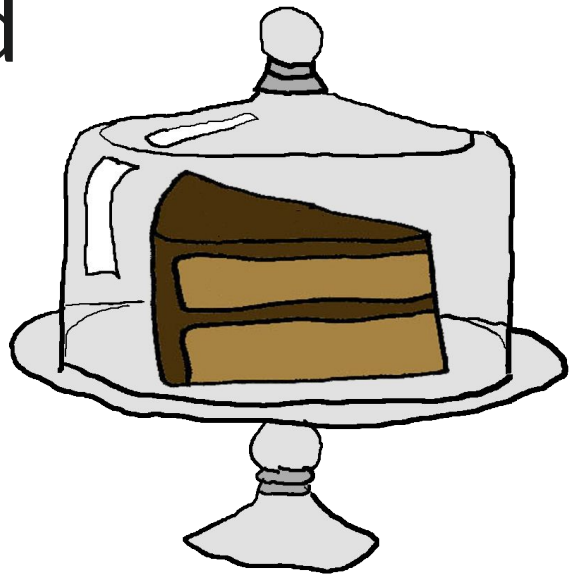






Some folks want to limit liability. What does that mean?

It doesn't mean your enterprise is protected from getting sued*...



Get insurance.

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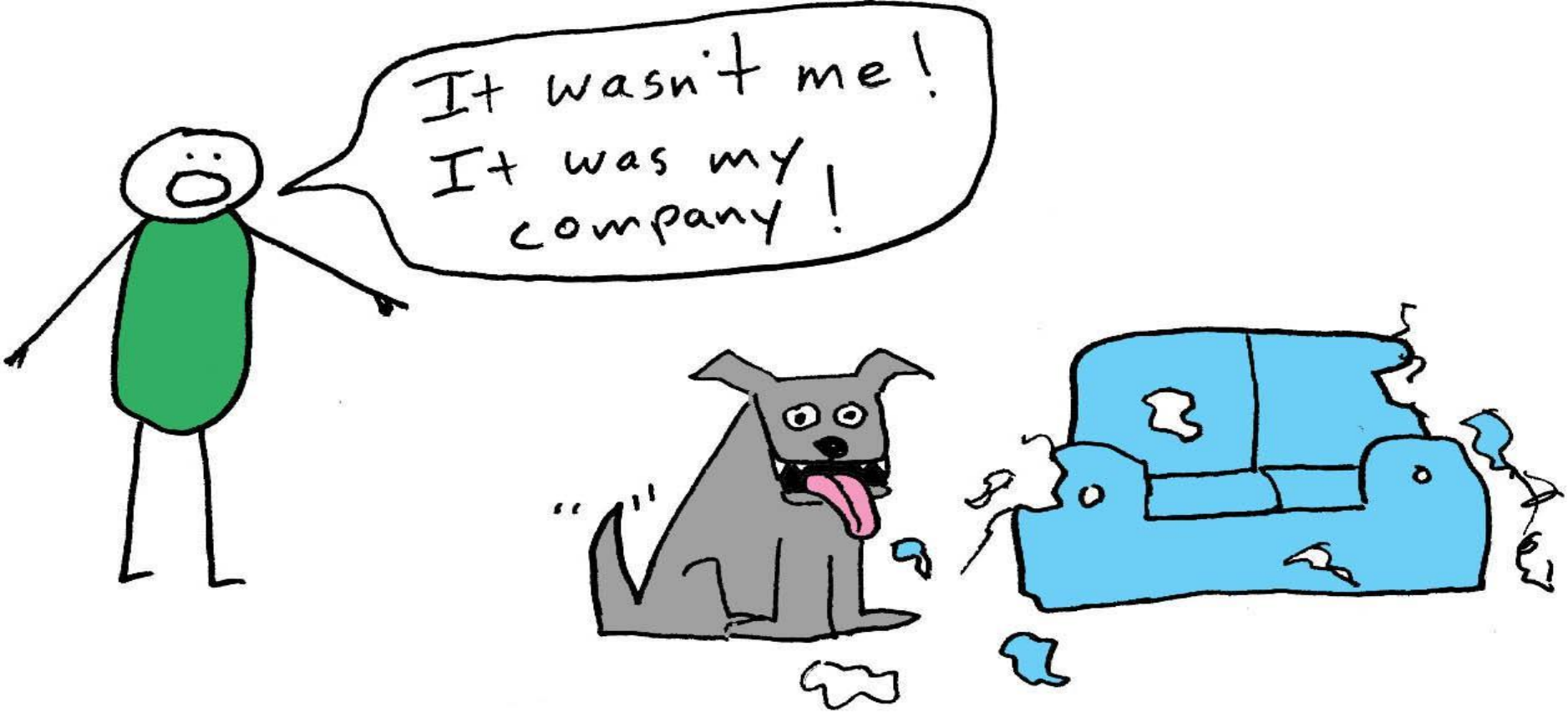


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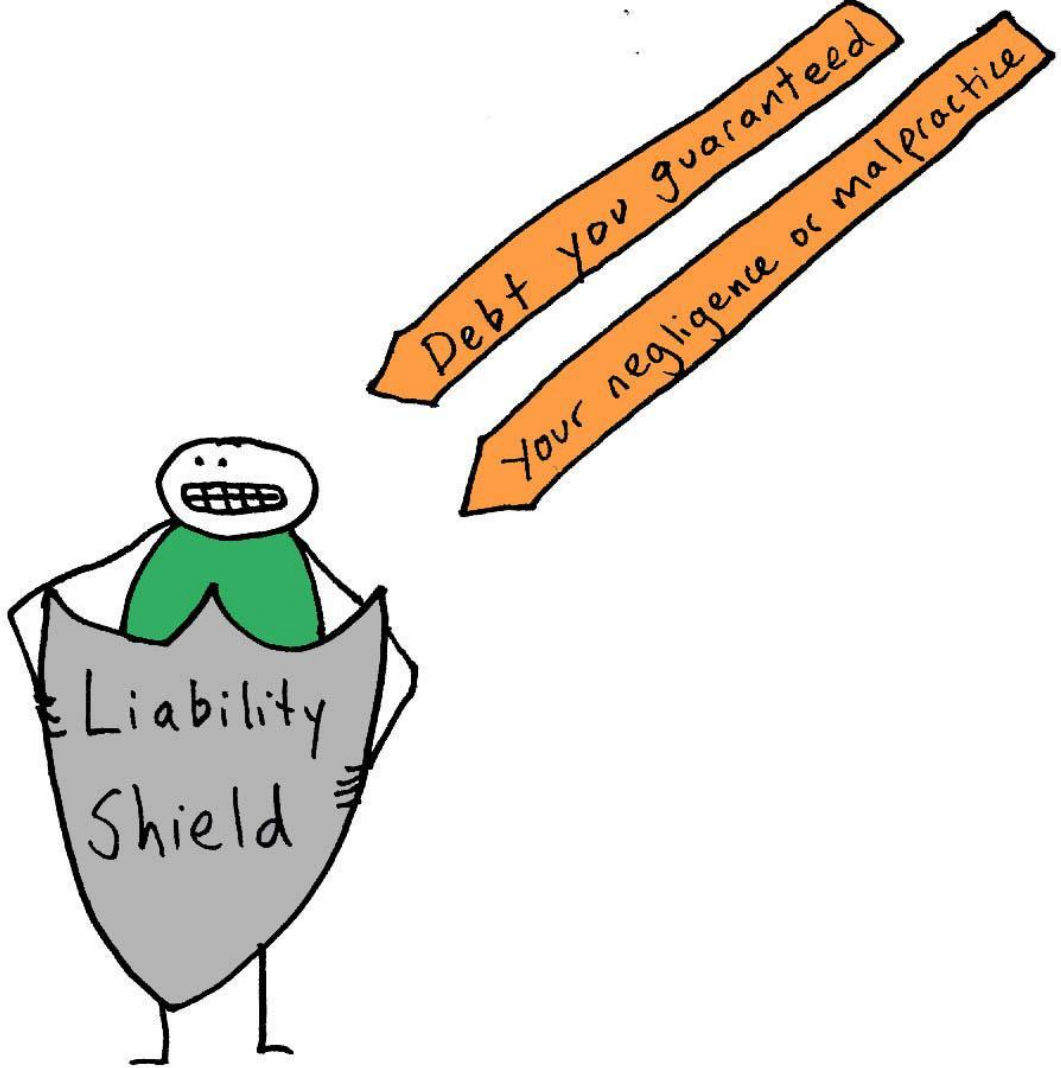
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Debts your firm owes
Harm your firm causes
Liability
Shield

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Demonstrate Separation, such as through separate bank accounts.

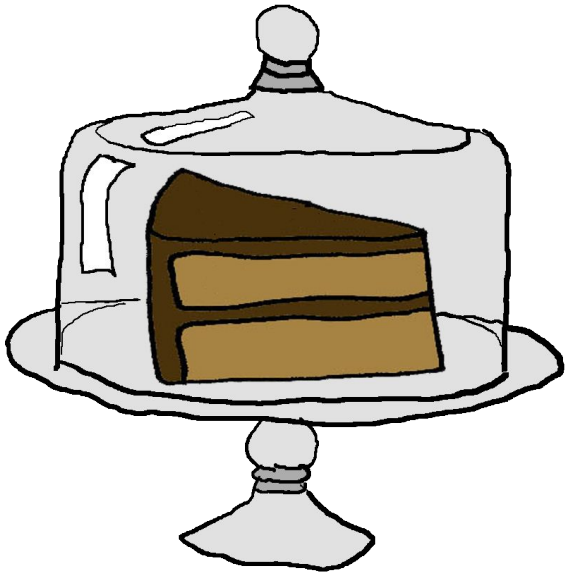


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Some folks want to limit liability. What does that mean?

It doesn't mean your enterprise is protected from getting sued*...



Get insurance.

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Other considerations:

Cost:

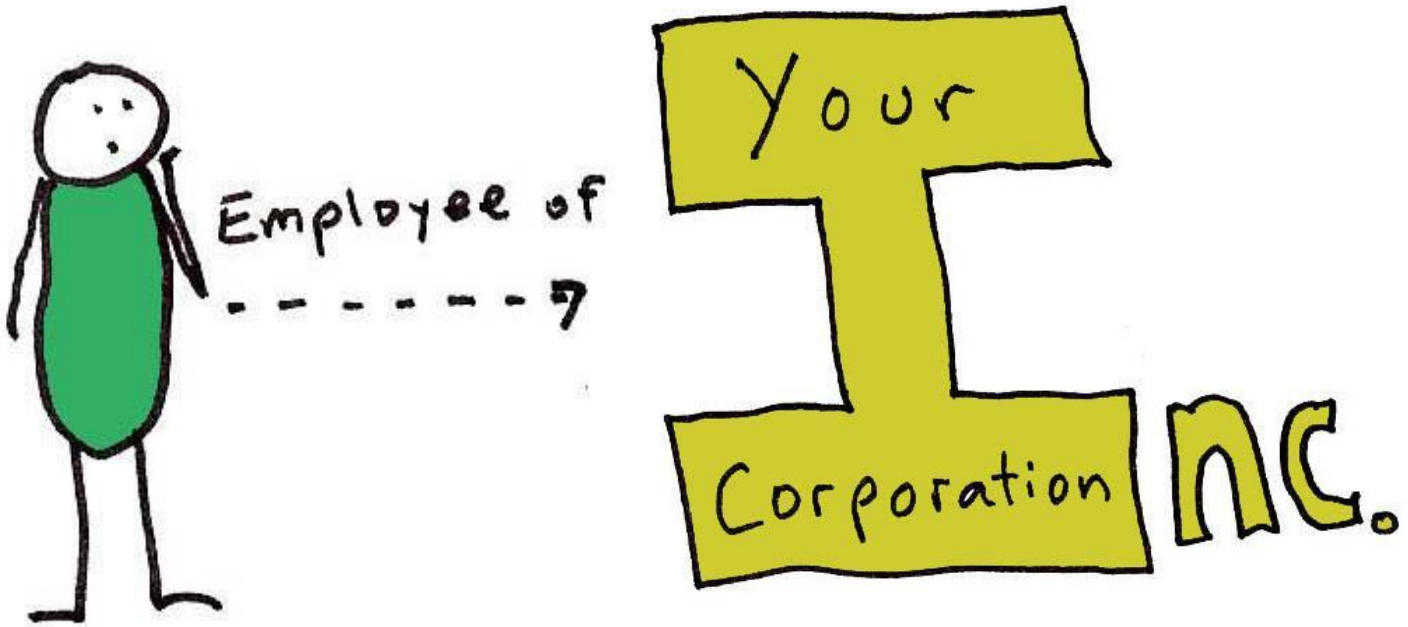
$800/year in California for a limited liability entity like a corporation.

Formalities:

- Notice
- Meetings
- Minutes
- Records

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Do you want to be an employee?



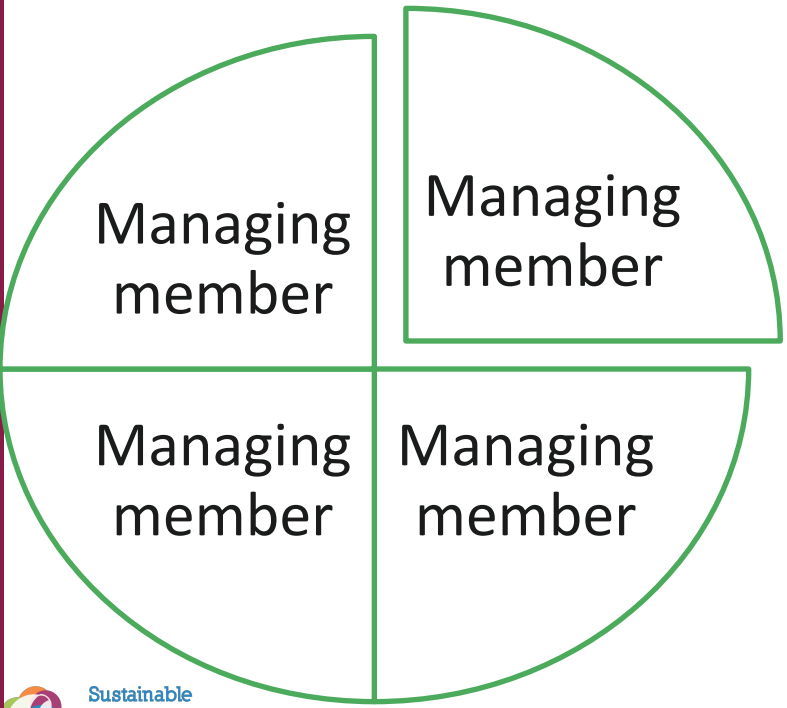
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LLC: Limited Liability Company

- Operating Agreement
- Fewer formalities and simpler documents than a corporation.
  - *Can incorporate one-member-one-vote principle, but not required by law*
- You likely don't need to treat yourself and other worker-owners like employees

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Member-Managed LLC



- Each member **taxed** on share of entity's profits **like a partnership** *(receive K-1 instead of W-2)*
- **Workers compensation insurance not required for members**
- Operating Agreement can be simple, but should reflect cooperative practices and management of all members:
  - *One person, one vote*
  - *Profits shared on basis of work*
  - *Equal participation in governance, management*
  - *Non-hierarchical distribution of responsibilities*

LLCs & Employee Status

Making sure LLC members don't become employees:

ownership and control.

- Every member an owner
- No hierarchy
- Members influence hiring/firing, strategy, & other major decisions
- Avoid direct supervision
- Members share in profits, losses
- Avoid growing very large
- Safer to form as an LLC to avoid employee tax status
- Member-managed LLC

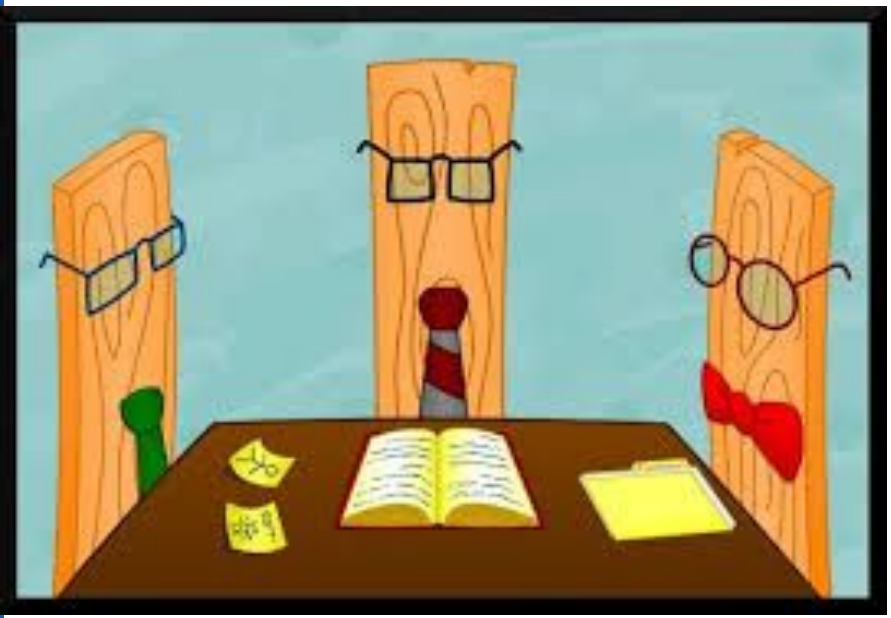


Corporations

Common types *(it varies from state-to-state)*:
General Corporation or Stock Corporation
Benefit Corporation or Social Purpose Corporation
Nonprofit Public Benefit Corporations
Nonprofit Mutual Benefit Corporation
Cooperative Corporation

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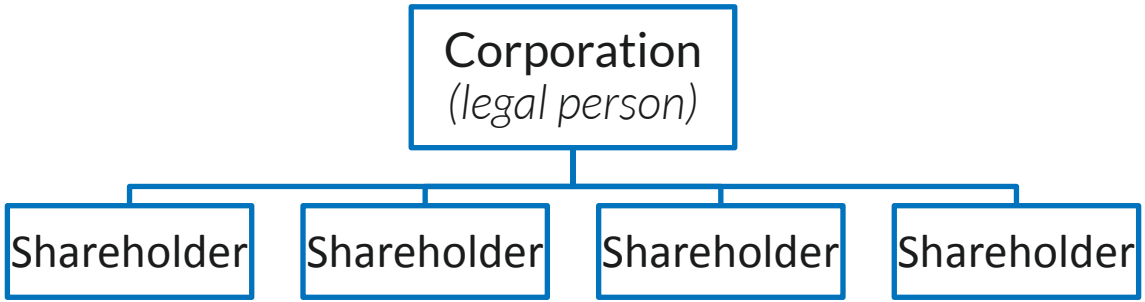
General Stock Corporation



- The most common
- Owned by shareholders
- Profit Driven
- Shares of stock usually exchange for capital contributions
- Voting power directly related to number of shares owned
- Entity-level *(a.k.a. double)* taxation

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Corporations & Cooperatives



- Members are shareholders
- Workers (even members of worker cooperatives) are presumed employees under employment law
- Members receive W-2s like employees, corporation taxed separately
- Workers compensation insurance more likely required
- More corporate formalities

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HOW TO FORM A LEGAL ENTITY

Before incorporation:

1. Choose business name
   - Check availability/avoid confusion with the Secretary of State.
2. Prepare **Bylaws** or **Operating Agreement**
3. Prepare and File **your Articles of Incorporation** or **Articles of Organization**
4. File Statement of Information (90 days)





Co-opLaw.Org
a SELC e-resource library

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HOW TO FORM A LEGAL ENTITY, PART 2



After incorporation:

5. Obtain EIN-employment identification number with IRS and employer account number with state
6. Open bank account (choose a credit union!?)
7. Obtain necessary licenses/permits/insurance (check CalGold)
8. Hire/retain accountant or bookkeeper (highly recommended)
9. Implement operational and management structure

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Cooperatives can be many things!

(That is supposed to be an elephant)

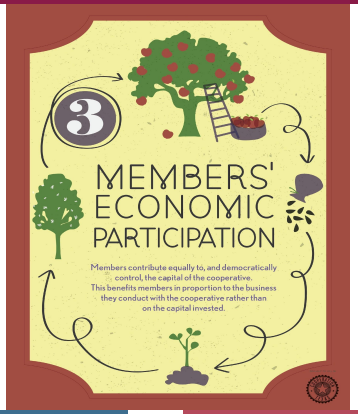


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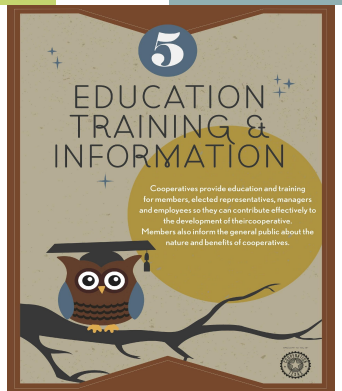
Cooperative Principles

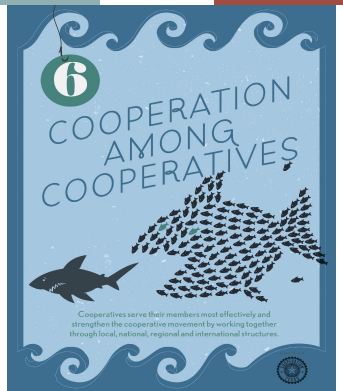














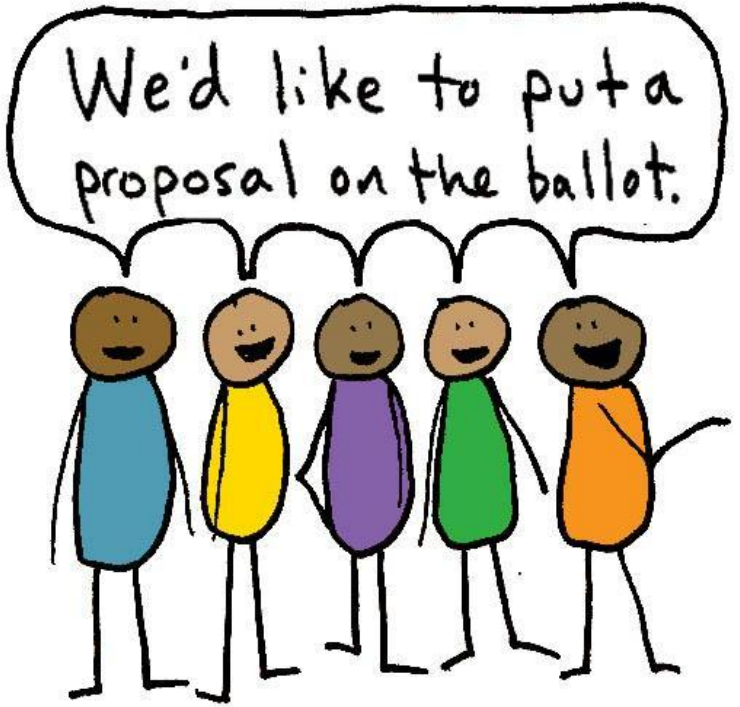
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Built in democratic structure

One vote per member.

There are other mandatory procedures, such as an annual meeting, method for putting issues up for vote, and other due process rights and obligations.



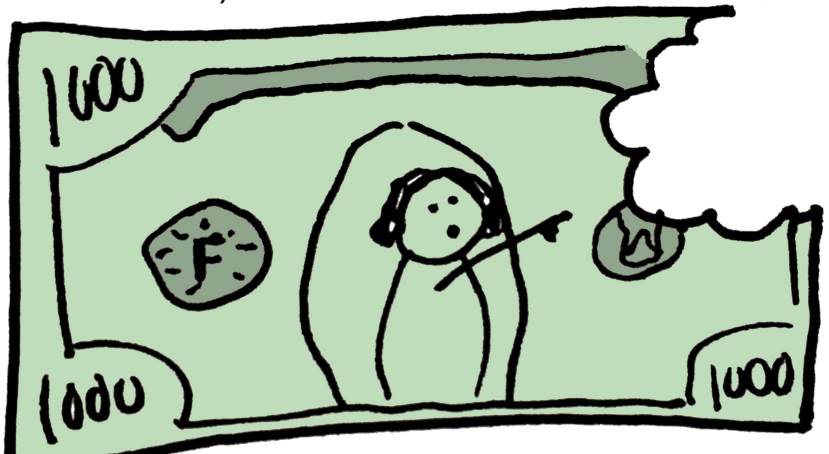
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Built-in non-extractive finances

CA Corporations have a **15% cap on annual return on capital investment** (Corp Code 12451).

Profits should be used to benefit members, including returned to members on the basis of their "patronage" *(how much they purchased, how much they worked, or another form of patronage)*.



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Worker Cooperatives







New Era Windows Cooperative

CHCA
COOPERATIVE HOME CARE ASSOCIATES



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Cooperatizing Independent Contractors



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Worker Self-Directed Nonprofits

HARMONIZE
PEOPLE. POWER. PROCESS.

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BYLAWS TOOLKIT FOR WORKER SELF DIRECTED NONPROFITS

sample bylaws, explainer videos, and more!

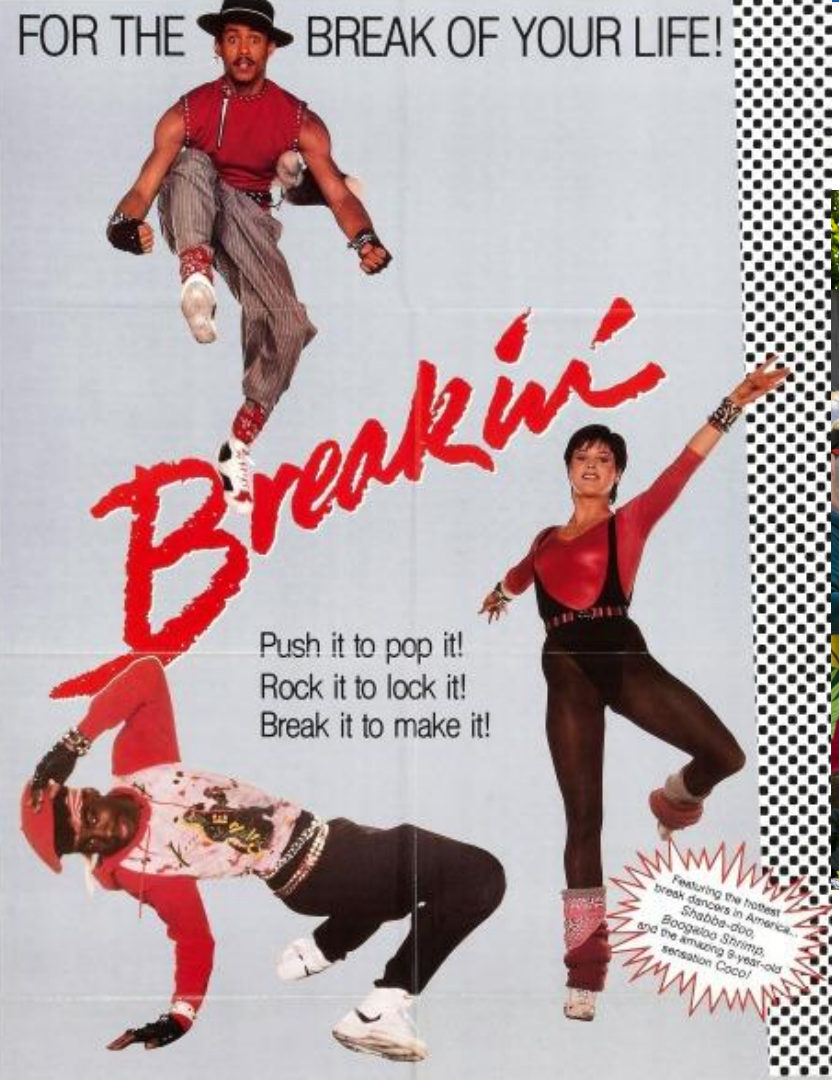
Disclaimer... law is complicated stuff



THIS IS NOT LEGAL ADVICE

LEGAL CAFE

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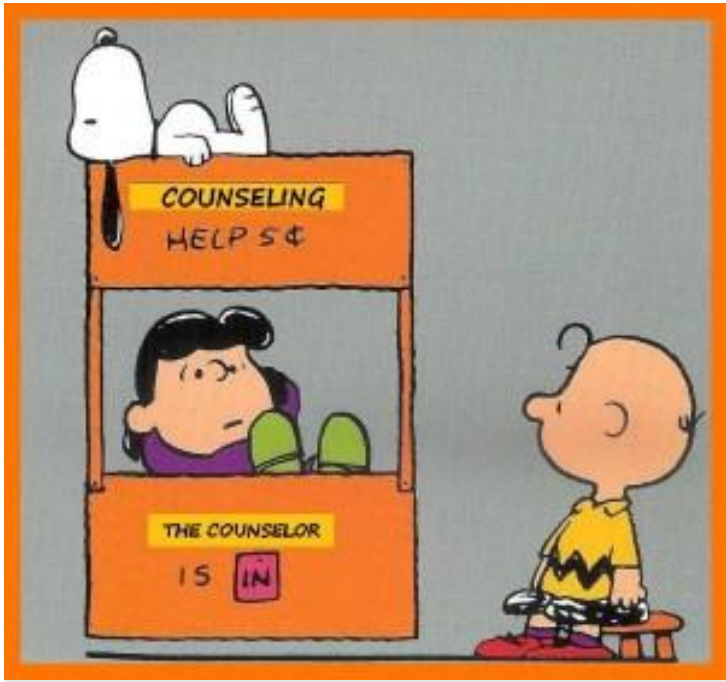

FOR THE BREAK OF YOUR LIFE!
Breakin'
Push it to pop it!
Rock it to lock it!
Break it to make it!
Featuring the hottest break dancers in America... Shabba-doo, Boogaloo Shrimp, and the amazing 9-year-old sensation Coco!



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Working With an Attorney

- Shop Around
- Look for Relevant Experience
- Provide Lots of Information Upfront
- Be As Specific As Possible About Your Needs
- Do Your Own Legal Research
- Don't Expect Yes or No Answers
- Don't Be Afraid to Ask Questions



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When to Talk With an Attorney

- Choosing an entity
- Drafting/Amending Bylaws or Operating Agreements
- Employment law matters
- Negotiating key contracts
- Seeking loans or investments
- When a member leaves
- Selling, terminating, or expanding your cooperative



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Questions to consider before meeting a lawyer

- Does it need to raise capital? If so, how will it raise capital? Through member contributions and/or through outside investors?
- Will all the workers be members? *(In other words will there be employees that never become members?)*
- Will there be a probationary (aka candidacy) period before a worker can become a member? If so, how long?
- Can the co-op pay at least minimum wage from the very beginning and pay all the other costs associated with having employees like employment tax, workers comp, etc.?
- Will all the workers have the legal right to work in the United States?
- Will the workers be more like employees or independent contractors?

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SELC Resources



When To:
Get a Business License for Gig Workers

How To:
Work With Lawyers

How To:
Purchase and Understand Comprehensive General Liability Insurance

theselc.org/cafe

theselc.org/bite-sized-law

Presenter contact info:

ricardo@theselc.org

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The End



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Together, we can end youth homelessness.

Contact Us:
barbara.huggins@nn4youth.org
nn4youth@nn4youth.org

Visit Our Website:
nn4youth.org

Join Our Listserv:

Follow Us:
Bluesky
Facebook
Instagram
LinkedIn

NATIONAL NETWORK for YOUTH
collaborate • advocate • transform

BREAKOUT SESSION – PROVIDERS

Labor Law & Contracting for Youth and Young Adults:

Breaking Down Barriers to Equitable Compensation

JACQ TATE, TRUESELF

TrueSelf
HEALTH WELLNESS
LIFESTYLE

- Lived Experience of Homelessness
- Advocate
- Small Business Owner
- B.S Public Health, University of Nevada Las Vegas
- Musician



EXERCISE 1
PART 1: REMEMBERING WHY YOU STARTED

Let's take a moment to remember why you started this work

- Do you have lived experience of homelessness?
- Did you know someone who experienced homelessness?
- Did you want to do work that made a difference?
- Did you start this work as a temporary job/internship/project that turned into something more?

EXERCISE 1
PART 2: DISCUSSION



In a sentence or two, will you share in the chat, anything interesting you experienced during this exercise.

- What did you feel?
- What did you see?
- What did you remember?

EXERCISE 1
PART 3: PASSION = IMPACT



Do you feel you have the same amount of passion, more passion, or less passion for this work than when you started?



How does the way you feel, ***now***, impact how you provide care to youth experiencing homelessness?

WHY THE YOUTH COMPENSATION LEGAL GUIDE?

I have contracted with organizations in the past that had some troubles with:

1. Contracts - Specifically, terms and negotiation
2. Payments - Mainly, late payments and type of payment
3. Taxes - Essentially everything

After a very harmful experience that affected myself and 50+ youth consultants (from ONE organization), I knew I wanted to help people access legal information on their rights.

STEPS FOR IMPROVING COMPENSATION PRACTICES

ORGANIZATION

- Utilize the Youth Compensation Legal Guide to advocate for equitable pay
- Reduce wait times for compensation
- Factor contracting needs in payment such as; overdraft fees due to late payments, transfer fees when using Venmo/Paypal/CashApp

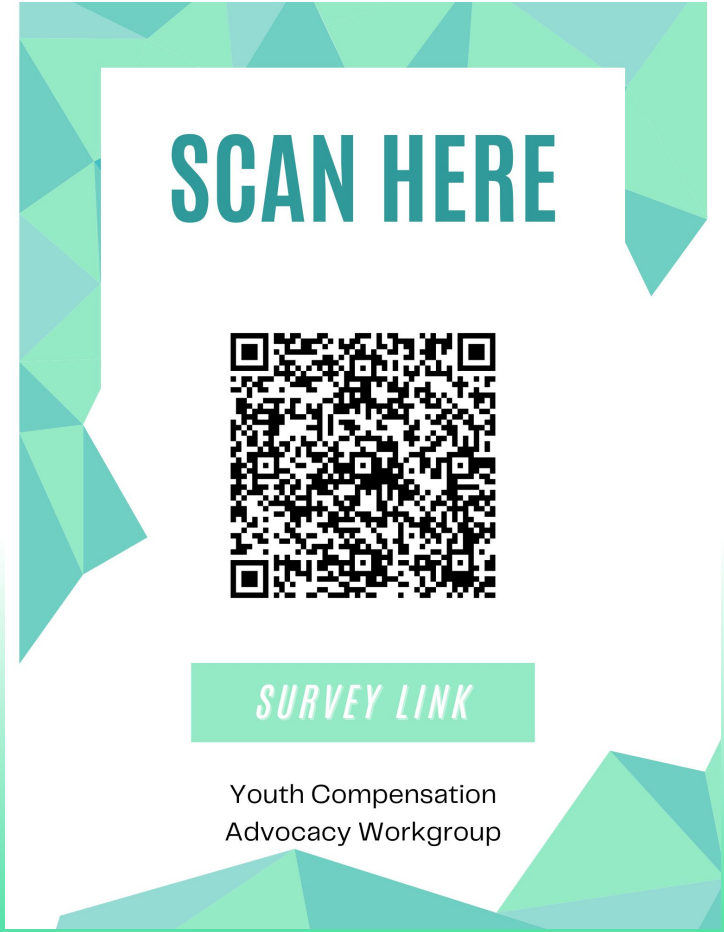
CONTRACTORS

- Discuss/share the Youth Compensation Legal Guide prior to giving contracts
- Actively listen to the needs of young adult contractors
- Provide transparency when giving contracts and allow for contractors to voice concerns

SURVEY LINK

Consulting, Gig Work, and Youth Engagement Survey

https://forms.cloud.microsoft/pages/responsepage.aspx?id=svFm8qwOCEOyd4Py1FwudYaB16H12RIHq7abLCHD16tURUVZSDc1U1pHVUdBRFYyNkIITOhXOVJQSy4u&route=shorturl





QUESTIONS, COMMENTS, OR CONCERNS?

BREAKOUT SESSION – Lived-Expertise

Labor Law & Contracting for Youth and Young Adults:

Breaking Down Barriers to Equitable Compensation



Maria Aoki-Chavez

Program Manager, Administrative Strategist and Analysts, & National Consultant - MPA

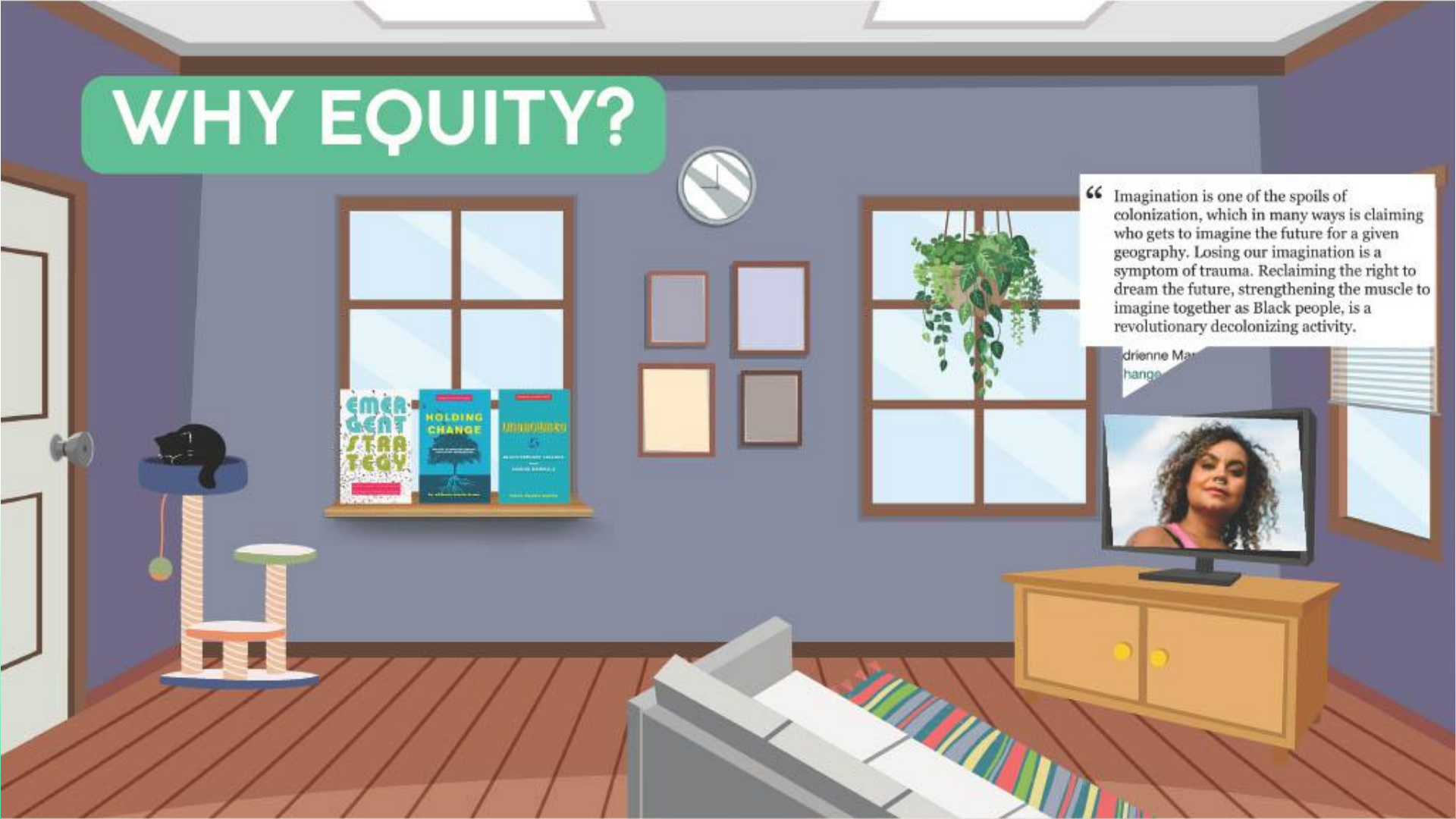
I am because we are.
We are because they are.

"I am often asked to describe who I am and what I do. How do we begin to capture the messy entanglements of who and how we are as complex, fluid beings? After all, becoming is an emergent state of being, and being is a constant state of becoming."

sahibzada mayed (صاحبزاده مائد)


COMMUNAL
AGREEMENTS

WHY EQUITY?


EMERGENT STRATEGY
HOLDING CHANGE
“ Imagination is one of the spoils of colonization, which in many ways is claiming who gets to imagine the future for a given geography. Losing our imagination is a symptom of trauma. Reclaiming the right to dream the future, strengthening the muscle to imagine together as Black people, is a revolutionary decolonizing activity.

NO ENGAGEMENT	INFORM	CONSULT	INVOLVE	COLLABORATE	YOUTH-LED
Staff set project boundaries, manage all aspects of the process and are responsible for executing the work. Young people are not informed of, included in or involved in any stage of the design and development of a strategy, policy or program.	Staff set project boundaries, manage design and development, and execute the work. Young people are not included in the design and development but are informed of proposed strategies, policies or programs.	Staff set project boundaries, manage design and development, and execute the work. Young people are engaged once the strategy, policy or program is partially developed and are solicited for high-level input.	Staff manage design and development and are responsible for executing the work. Young people are engaged at the onset of design or development and contribute consistently and meaningfully throughout the process, including helping to define boundaries.	Staff and young people agree on anticipated results, project timing and boundaries and are jointly responsible for executing the work. They collaborate on design and development.	Staff and young people agree on anticipated results, project timing and boundaries. Young people drive the entire design and development of a strategy, policy or program. They are also responsible for executing the work.

Engagement Continuum



(The Annie E. Casey Foundation, 2024)

Reclaiming Agency Over LEx/YYA Consultancy

Industry Practices

Typically, consultants can and should be informed of their right to negotiate contracts.

Consultants can provide contracts to organizations - not the other way around.

Consultants can communicate their rates such as standard rates, rush rates, tiered rates

Clauses

- "Work for hire" Language
- Confidentiality
- Conflict of Interest
- Intellectual Property
- Termination



Contract Delivery

- Last minute or late contract delivery with little time to review
- No opportunity to negotiate and/or pressure to sign under terms you don't agree to
- No simplification offered for confusing, complicated contracts full of legal jargon[I]

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BUILDING OUT YOUR CONSULTANCY

If gig-work is what you do and works better than a traditional 9-5 job, then it may be beneficial to start your own business. The benefit of starting your own business is that you can **create a name for yourself** in the area of youth homelessness **so people can seek you out.** If there are no arrangements between the current organization you are working for that prevent you from seeking out other projects, yet you don't have your own business, this may hinder other organizations from contacting you **thinking you are an employee or in a non-compete agreement."** - Jacq Tate[2]

- **Consulting/freelancing vs business formation?**[3] Sole Proprietor, Partnership, LLC, Corporations
  - Tax, state, and liability considerations

- **Portfolio Building**

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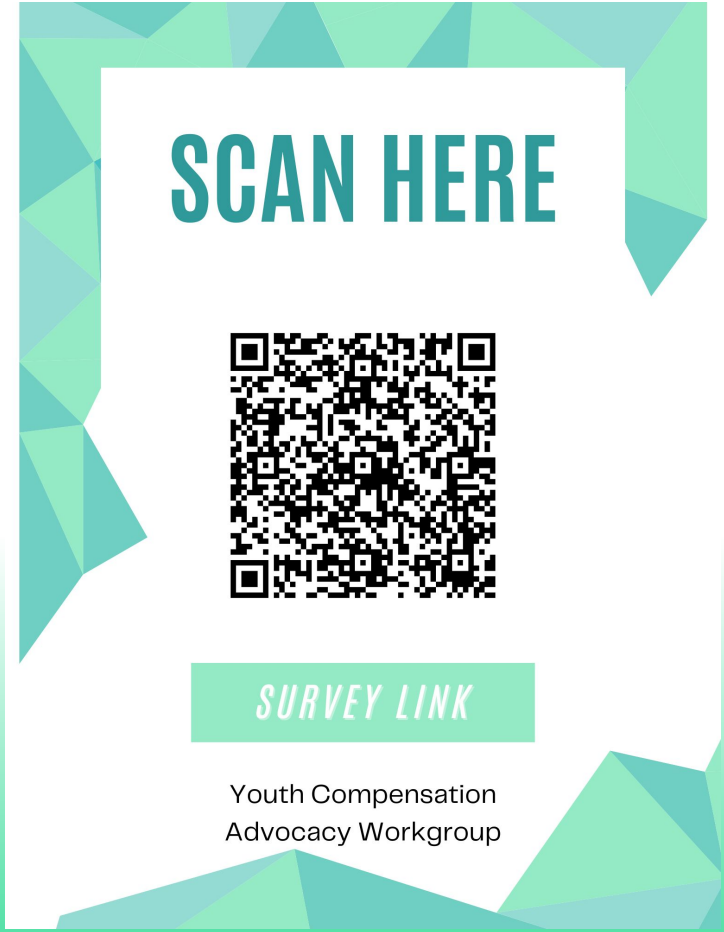
CONSIDERATIONS

- **ADA**
  - "However, the ADA does not apply in all situations - including independent contractors. If you require accommodations due to disability or other mental or physical impairment, **you should put these accommodations or conditions into the wording of the contract itself.** However, just because something is not included in a contract, does not mean that your employer is **not required** to provide it."[1]
- **Public Benefits**
  - "People face a benefits cliff (also known as the "cliff effect") when they receive public benefits from the government, earn a raise, and then discover that they make too much money to receive the benefits. But they are not making enough money to sustain themselves and their household." https://www.benefitscliff.com/what-is-a-benefits-cliff" [4]
- **Working While Undocumented**
  - "Another benefit is the opportunity for undocumented young people to work legally in the U.S. by opening a business or consulting service. "[3]

SURVEY LINK

Consulting, Gig Work, and Youth Engagement Survey

https://forms.cloud.microsoft/pages/responsepage.aspx?id=svFm8qwOCEOyd4Py1FwudYaB16H12RIHq7abLCHD16tURUVZSDc1U1pHVUdBRFYyNkIITOhXOVJQSy4u&route=shorturl



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The Annie E. Casey Foundation. (2025, January 21). Youth Engagement Strategies. https://www.aecf.org/blog/strategies-for-youth-engagement

Meyer Scott, K., Penn, J., Tate, J., Cornacchini, S., & Hill, J. (n.d.). Youth Compensation Legal Guide. https://docs.google.com/document/d/1MsSM2riLS8vRw4xUmpavcfWzB8fFd4yK/edit

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2. Tate, Jacq., Chapter 6: Forming and Working With Microbusinesses https://docs.google.com/document/d/1MsSM2riLS8vRw4xUmpavcfWzB8fFd4yK/edit#heading=h.457zi0mn70g9
3. Chapter 6: Forming and Working With Microbusinesses https://docs.google.com/document/d/1MsSM2riLS8vRw4xUmpavcfWzB8fFd4yK/edit#heading=h.457zi0mn70g9
4. Chapter 5: Impact on Youth Compensation Benefits https://docs.google.com/document/d/1MsSM2riLS8vRw4xUmpavcfWzB8fFd4yK/edit#heading=h.mx64b0qgo2jg

QUESTIONS?

TAKEAWAYS?

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https://youthhomelessnessindex.org/youth-comp-workgroup/