

# The case of timmy aldrich case study examples

[Business](#), [Company](#)



Timmy Aldrich is a high school student who has been hired to sweep up the backrooms of Smedley Bottled Gas Company's warehouse for two hours every Friday. Therefore, Timmy works two hours a week for the company. Under the law, Timmy may be classified as an independent contractor instead of an employee. To determine whether Timmy is an employee or an independent contractor, you will want to examine such things as whether or not Timmy offers his cleaning services to other businesses. As Timmy only works for that company for two hours on Friday, he could go to other businesses after that or on other days to sweep up. If he does this he is probably an independent contractor. Furthermore, it is important to look at how much control the " employer" has over the way he performs his work. You will want to take into account whether the employer supplied the broom and cleaning supplies for Timmy or Timmy had his own sweeping supplies. If Timmy is not deemed to be an independent contract, he is considered a part-time employee. The Bureau of Labor Statistics estimates that approximately 37% of part-time employees receive vacation pay. It is the employer's discretion whether or not to pay vacation pay, but once it is in the employment contract, the employer is obligated to pay the vacation pay to whoever earned it. If the employment contract does not specify full-time employees, the employer's refusal to pay Timmy his vacation pay may be a problem. Regardless of whether Timmy is an independent contractor or a part-time employee, it would still be best for the employer to give him his two weeks of vacation pay. At \$15 an hour, it is only \$60 to pay Timmy his vacation pay. In order to get Timmy to do his best at his specific function, sweeping the floor, it is a good idea to make him feel like he is part of the

team.

Timmy Aldrich has worked for the Smedley Bottled Gas Company for two hours a week on Fridays for a year. He requested the Human Resources Vice President inform him of where he can pick up his two weeks' vacation pay. The VP told him that he is not entitled to vacation pay; however, if Timmy is a part-time employee and the labor agreements said 'all employees' instead of 'all full-time employees,' Timmy may be entitled to vacation pay.