

1 **Guidelines from Case Law for a Definition of Integral Work**

2

3 (a)(1) As used in this section, work is “integral to an employing unit’s
4 business” if:

5 (A) it would typically be performed by an employee of the
6 employing unit;

7 (B) it is necessary to the normal (principal) business of the
8 employing unit;

9 (C) it is a particular part (phase) of the employing unit’s normal
10 (principal) business; or

11 (D) it is work that the employing unit could normally have performed
12 by itself.

13 (2) Work is not integral to an employing unit’s business if:

14 (A) it is outside the scope of the employing unit’s normal (principal)
15 business;

16 (B) it is incidental to the business of the employing unit; or

17 (C) the employing unit lacks the expertise to perform the work on its
18 own.