**Add Your Company Logo/Name here**

**Add stock/company or document related Image here,**

*Once you add image, click on it got to “Picture format” and from “Arrange” tab go to the “sent to back” and click sent to back option. Also make sure the wrap the image “behind text” is also checked. And manually position image.*

**www.yourwebsite.com**

**Email: you@yourwebsite.com**

**Phone: your\_phone\_number**

**Gig Worker / Part Time Worker Engagement Agreement**

**Version:** [Insert Date]

**Table of Contents**

[Gig Worker Engagement Agreement 2](#_Toc188114604)

[How to Use This Template 2](#_Toc188114605)

[Gig Worker Engagement Agreement 3](#_Toc188114606)

[1. Engagement Terms 3](#_Toc188114607)

[2. Independent Contractor Relationship 3](#_Toc188114608)

[3. Payment and Fees 3](#_Toc188114609)

[4. Tools, Equipment, and Resources 4](#_Toc188114610)

[5. Confidentiality and Intellectual Property 4](#_Toc188114611)

[6. Liability and Insurance 4](#_Toc188114612)

[7. Performance Standards 5](#_Toc188114613)

[8. Term and Termination 5](#_Toc188114614)

[9. Dispute Resolution 5](#_Toc188114615)

[10. Governing Law and Compliance 5](#_Toc188114616)

[11. Indemnification 5](#_Toc188114617)

[12. Additional Clauses (Optional) 6](#_Toc188114618)

[13. Entire Agreement 6](#_Toc188114619)

# Gig Worker Engagement Agreement

## How to Use This Template

This Agreement is designed to protect both the business and gig workers by clearly outlining responsibilities, compensation, and the terms of engagement. It includes robust provisions for liability, intellectual property, and dispute resolution. Businesses are strongly encouraged to customize this document to reflect their specific operations and consult with an HR professional or legal advisor to ensure compliance with Ontario regulations.

***Disclaimer:*** *This template is provided for general informational purposes and does not constitute legal advice. Consult an HR professional or legal advisor to ensure compliance with applicable laws, particularly regarding worker classification and employment standards.*

# Gig Worker Engagement Agreement

**[Your Company Logo Here]**

(Insert your logo by copying it into this space or using your document editor’s image insertion tool.)

This Gig Worker Engagement Agreement (the “Agreement”) is entered into as of [Date], by and between:

* **Business Name**: [Your Business Name] (“Company”), and
* **Worker Name**: [Worker's Full Name] (“Worker”).

## Engagement Terms

* 1. Scope of Work
* The Worker is engaged to provide the following services: [Describe the work or services].
* The Company may offer additional tasks or projects to the Worker, which the Worker may accept or decline without penalty.
  1. Flexibility of Work
* The Worker retains full control over when, where, and how the services are performed, provided that deadlines or quality standards are met.
  1. Non-Exclusive Engagement
* The Worker may provide similar services to other clients, provided such engagements do not conflict with their obligations under this Agreement.

## Independent Contractor Relationship

* 1. The Worker is an independent contractor and not an employee, agent, or partner of the Company.
  2. The Worker shall not be entitled to Company benefits, including health insurance, vacation, or other employee-related benefits.
  3. The Worker is solely responsible for their taxes, CPP, EI, and any other contributions.

## Payment and Fees

* 1. Rate of Compensation
* The Worker will be paid [CAD amount] per [hour/task/project].
  1. Payment Terms
* Payments will be made on a [weekly/bi-weekly/monthly] basis via [payment method, e.g., direct deposit, cheque].
  1. Reimbursement of Expenses
* The Company will reimburse pre-approved expenses incurred by the Worker upon submission of receipts and documentation.
  1. Invoice Requirements
* The Worker shall submit an invoice (if required) that includes details of services provided and amounts due.

## Tools, Equipment, and Resources

* 1. The Worker is responsible for providing their own tools, equipment, and materials.
  2. If the Company provides any resources, the Worker agrees to return them in the same condition upon completion of the services.

## Confidentiality and Intellectual Property

* 1. Confidentiality
* The Worker agrees to keep confidential all proprietary information, trade secrets, and other sensitive information obtained during the engagement.
* This obligation continues indefinitely, even after the termination of this Agreement.
  1. Intellectual Property
* Any work products, including but not limited to designs, documents, and other deliverables created by the Worker for the Company, shall be the sole property of the Company unless otherwise agreed in writing.

## Liability and Insurance

* 1. Worker’s Liability
* The Worker assumes full liability for any claims, damages, or losses arising from their services.
  1. Insurance Requirements
* The Worker agrees to maintain personal liability insurance or other coverage necessary for their work.
  1. Company’s Liability
* The Company shall not be held liable for the Worker’s actions unless proven to result directly from Company negligence or unlawful instructions.

## Performance Standards

* 1. The Worker agrees to perform all services with due diligence, professionalism, and in accordance with industry standards.
  2. The Company reserves the right to review work quality and request revisions if deliverables do not meet agreed-upon standards.

## Term and Termination

* 1. This Agreement begins on [start date] and remains effective until [end date] or the completion of services, whichever comes first.
  2. Termination Without Cause
* Either party may terminate this Agreement with [number] days’ written notice.
  1. Termination for Cause
* Immediate termination is permitted in cases of material breach, misconduct, or failure to meet performance standards.

## Dispute Resolution

* 1. Good Faith Negotiations
* In the event of a dispute, the parties agree to first engage in good-faith negotiations to resolve the issue.
  1. Mediation and Arbitration
* If negotiations fail, disputes will be resolved through mediation, and if necessary, binding arbitration under the Arbitration Act, 1991 (Ontario).

## Governing Law and Compliance

* 1. This Agreement shall be governed by the laws of the Province of Ontario, Canada.
  2. The Worker agrees to comply with all applicable laws and licensing requirements related to their services.

## Indemnification

* 1. Worker Indemnity
* The Worker agrees to indemnify and hold harmless the Company against any claims, damages, or losses arising from the Worker’s actions or omissions.
  1. Company Indemnity
* The Company agrees to indemnify the Worker against claims resulting from the Company’s actions, provided such claims are unrelated to the Worker’s negligence.

## Additional Clauses (Optional)

* 1. Non-Solicitation
* The Worker agrees not to solicit the Company’s clients or employees for a period of [timeframe] following the termination of this Agreement.
  1. Force Majeure
* Neither party shall be held liable for failure to fulfill obligations due to circumstances beyond their control (e.g., natural disasters, government actions).

## Entire Agreement

This Agreement constitutes the entire understanding between the parties and supersedes all prior agreements or communications.

**Signatures: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Company Representative**

Name: [Your Name]

Title: [Your Title]

Date: [Date]

**Worker Signatures: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

Name: [Worker's Name]

Date: [Date]

**Please delete the last page once you are done.**

****



**Contact Us:**

**Email:** [contact@prosupporthr.ca](mailto:contact@prosupporthr.ca)

**Phone:** 289-628-1484

**Website:** <https://prosupporthr.ca>

**Copyright © 2025 Prosupport HR Partners**

All rights reserved. Unauthorized reproduction or distribution of this template is prohibited.