



Cal-SARA

CALIFORNIA STAFFING AGENCY
REFORM ASSOCIATION

OFFICIAL USE

	By	Date
Reviewed		
Approved		

All applications are subject to Board approval.

APPLICATION INFORMATION									
Company:				Division:					
Address				City:		ST	ZIP		
Website									
Years in Business:			Number of Employees:			Annual Budget:			
PRIMARY REPRESENTATIVE INFORMATION (add additional reps on back)									
Name				Title/Position:					
Address:									
City:				State:		Zip Code:			
Direct Phone:				Email:					
Mobile Phone:				Fax:					
ANNUAL MEMBERSHIP DUES/ CONTRIBUTIONS									
<input type="checkbox"/>	Insurance Company			\$50,000					
<input type="checkbox"/>	PEO			\$25,000					
<input type="checkbox"/>	National Staffing Agency			\$25,000					
<input type="checkbox"/>	Large Staffing Agency ≥ \$25M in annual billings			\$ 5,000					
<input type="checkbox"/>	Small Staffing Agency < \$25M in annual billings			\$ 2,500					
<input type="checkbox"/>	Wholesale Insurance Broker			\$15,000					
<input type="checkbox"/>	Broker, Worksite, Others			\$ 2,500					
<input type="checkbox"/>	Government, Regulatory, Enforcement			Complimentary					
<input type="checkbox"/>	Cal-SARA Litigation Fund			\$					
INTERESTS									
Check all that apply and describe interests									
<input type="checkbox"/>	Education								
<input type="checkbox"/>	Legislation								
<input type="checkbox"/>	Best Practices								
<input type="checkbox"/>	Litigation								
MAIL APPLICATION TO:									
Cal-SARA: MEMBERSHIP 781 Beach Street., Suite 302 San Francisco, CA 94109									
<input type="checkbox"/>	<i>The undersigned hereby certifies, as a duly authorized representative of the prospective member and intending to be legally bound hereby, that I have read the California Staffing Agency Reform Association's Code of Conduct and agree on behalf of the prospective member to abide by those terms as a condition of membership. Failure to abide by the association's Code of Conduct may result in immediate termination of membership.</i>								
Yes, Cal-SARA may use our corporate logo to identify our company's membership in the organization.									
Signature:				Date:					

The primary representative listed above will be invoiced upon approval by Cal-SARA Board of Directors.



ADDITIONAL REPRESENTATIVE INFORMATION				
Name		Title/Position:		
Address:				
City:		State:		Zip Code:
Direct Phone:		Email:		
Mobile Phone:		Fax:		
INTERESTS				
Check all that apply and describe interests				
<input type="checkbox"/>	Education			
<input type="checkbox"/>	Legislation			
<input type="checkbox"/>	Best Practices			
<input type="checkbox"/>	Litigation			

ADDITIONAL REPRESENTATIVE INFORMATION				
Name		Title/Position:		
Address:				
City:		State:		Zip Code:
Direct Phone:		Email:		
Mobile Phone:		Fax:		
INTERESTS				
Check all that apply and describe interests				
<input type="checkbox"/>	Education			
<input type="checkbox"/>	Legislation			
<input type="checkbox"/>	Best Practices			
<input type="checkbox"/>	Litigation			

ADDITIONAL REPRESENTATIVE INFORMATION				
Name		Title/Position:		
Address:				
City:		State:		Zip Code:
Direct Phone:		Email:		
Mobile Phone:		Fax:		
INTERESTS				
Check all that apply and describe interests				
<input type="checkbox"/>	Education			
<input type="checkbox"/>	Legislation			
<input type="checkbox"/>	Best Practices			
<input type="checkbox"/>	Litigation			



Cal-SARA
CALIFORNIA STAFFING AGENCY
REFORM ASSOCIATION

(Attachment 1)

Cal-SARA Code of Conduct

Mission

To work with industry stakeholders to create and maintain a fair and compliant California Staffing Agency Marketplace.

Purpose

The purpose of Cal-SARA is to promote legal and regulatory compliance in the sale of workers' compensation insurance and to promote the common business interest of members in recognizing and eliminating workers compensation fraud in the temporary staffing/staffing/recruiting industries.

Core Functions

Education, Assistance, and Taking Action

- Provide **education and awareness** to stakeholders relevant to the Cal-SARA purpose and mission
- **Provide assistance** to regulators and insurers relevant to the Cal-SARA purpose and mission
- **Take action** to protect Cal-SARA members from illegal/unethical activity

Member Code of Conduct

- Staffing agencies
 - Must have and maintain valid workers compensation coverage
 - Must report all their payroll to their insurance carrier
 - Must not pay claims under the table
- Brokers
 - Must be licensed (if giving advice on work comp)
 - Must not sell Employer of Record services as a workers' compensation insurance replacement
 - Must understand the risks of insuring a staffing agency
- Insurers and PEOS
 - Must enforce payroll reporting by staffing agencies
 - Must not engage in Experience Modification Rating evasion
 - Must enforce claims reporting
- Associate
 - Must subscribe to industry best practices¹ and support the purpose and mission of Cal-SARA

¹ As defined by the American Staffing Association <https://americanstaffing.net>