

Webinar on

Independent Contractor v Employee: What You Need to Know About Worker (Mis)Classification

Date : August 17, 2021

Areas Covered

Intro- FLSA, Overtime, Records

Employee or Independent Contractor?

1. Definitions

Benefits

Risks

2. Tests

IRS Test

Right to Control

Economic Realities

In this webinar, you will learn how and when your workers are legally your employees, or what you must do in order to be able to properly classify them as independent contractors.

PRESENTED BY:

Janette Levey Frisch has over 20 years of legal experience, more than 10 of which she has spent in Employment Law. It was during her tenure as sole in-house counsel for a mid-size staffing the company headquartered in Central New Jersey, with operations all over the continental US, that she truly developed her passion for Employment Law.

Date : August 17, 2021

Time : 03 : 00 PM EST

Duration : 90 Minutes

Price: \$149

Webinar Description

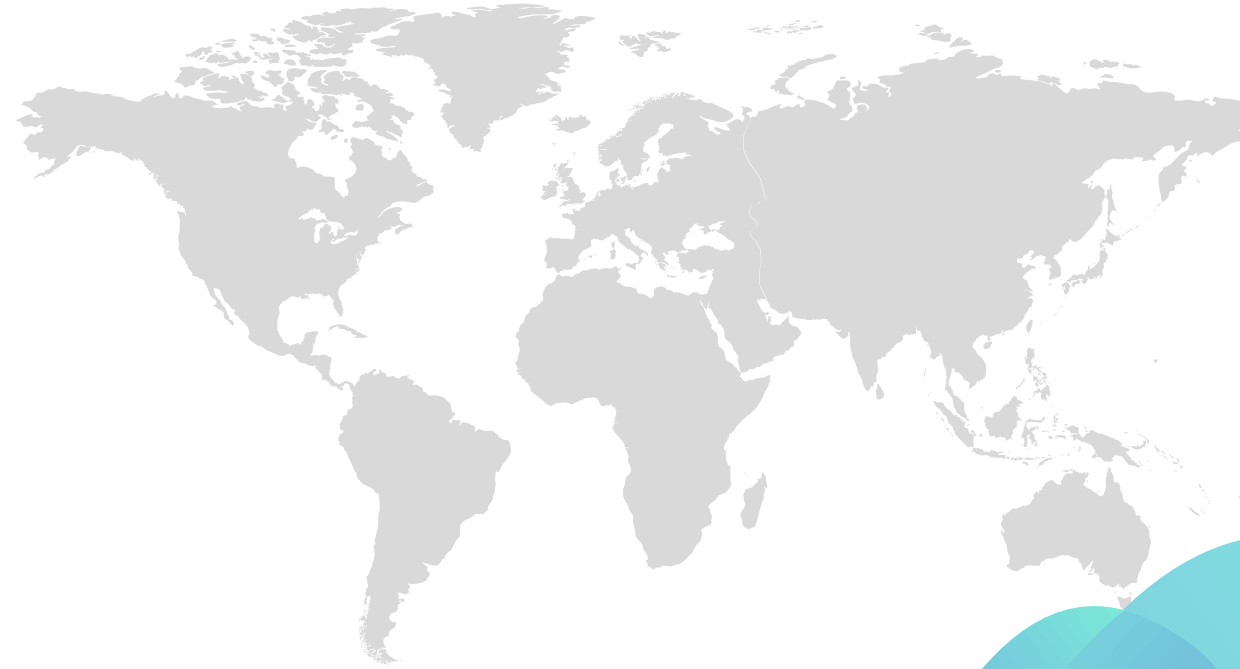
Many businesses choose to work with independent contractors, which is perfectly acceptable. But only if you follow the legal parameters. The IRS has strict worker classification rules regarding who is a contractor and who is an employee. Most states have their own tests, as well. Get it wrong and you could face severe penalties, including back taxes, steep fines, and, in some cases, even prison.

This webinar will provide valuable and practical insight on how to properly classify freelancers, consultants, temps, and other contract workers—and how to tell whether the worker in question is really an employee. In this webinar, you will learn how and when your workers are legally your employees, or what you must do in order to be able to properly classify them as independent contractors.



Who Should Attend ?

- *H.R. Managers and Directors*
- *CFO's, Controllers*
- *Managers, Senior Managers*
- *CEO's*
- *Business Owners*
- *Hiring Managers*
- *Anyone who deals with compensation issues*

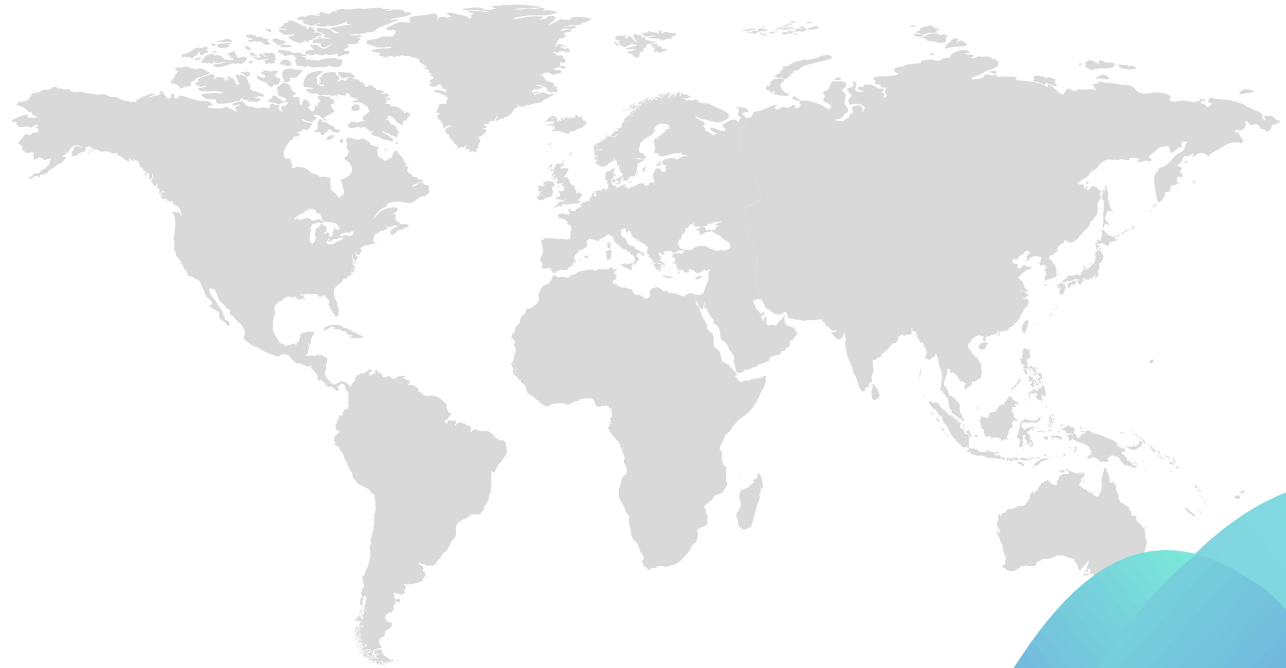


Why Should You Attend ?

Many employers believe that if their employees agree to certain pay arrangements, or agree to be classified as independent contractors, then there is no violation of the law. This is not the case. Employees cannot agree to waive their rights under the Fair Labor Standards Act. For example, offering your employees time off or additional benefits in place of overtime pay is still an FLSA violation—even if your employees sign a written contract to that effect. The FLSA and only the FLSA determines the employer's FLSA obligations.



-In fact, even when an employee willingly goes along with, or even requests, an illegal pay arrangement s/he can still sue the employer for FLSA violations and recover any back pay he is owed under the law, in addition to keeping the extra pay and benefits he already pocketed under the illegal compensation system, and additional amounts in liquidated damages. If that's not enough you may also be on the hook for your employee's legal fees!



Whether a worker is an independent contractor or an employee is one of the most misunderstood areas in employment law, leaving businesses very vulnerable to fines, penalties, and legal fees that can be staggering—particularly to smaller businesses. Businesses that try to escape paying payroll and other taxes in connection with their workers, or providing workers' compensation coverage and other benefits do so at their peril. Since this practice results in the loss of significant sums of money to both the federal and state governments, the US Department of Labor has entered into agreements with many of its state counterparts to crack down on businesses that misclassify workers.



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