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ATTORNEYS AT LAW

INDEPENDENT CONTRACTOR CLASSIFICATION SERVICE

In 2021, the Department of Labor changed its framework for evaluating independent contractors. The workplace in many industries is no longer a traditional business with a single employer. Companies increasingly contract out or otherwise outsource activities to be performed by other businesses, increasing the risk of an inadvertent joint employer arrangement. Blurred lines from the fissured workplace make achieving compliance with the wage and hour laws a difficult task. Intense competition between business models like subcontracting, temporary agencies, labor brokers, franchising, licensing and third-party management, has led to a sharp uptick in DOL audits and lawsuits.

This Audit focuses on the identification of independent contractor misclassification as well as arrangements that may lead to joint employer liability.

Contact us for more information. We can help.

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