



Contractors, Temps, And Interns... Oh My! How To Properly Classify Employees And The Dangers Of Getting It Wrong

Both state and federal agencies actively enforce wage and hour laws against employers that have misclassified employees as independent contractors, temps, interns or volunteers. Misclassification can lead to significant liability in unpaid wages, benefits, and employment taxes, as well as penalties and attorneys' fees - particularly in Massachusetts, which has some of the country's most stringent wage and hour laws.

Independent contractor agreements are under more scrutiny than ever, as are long-term temporary employees (what benefits do they get?); interns (do they get paid?); and volunteers (can your employees "volunteer"?). Federal and state governmental agencies – and plaintiffs' attorneys – remain highly interested in these issues.

During this webinar, an experienced employment attorney will explain the appropriate tests for determining the proper classification of different types of workers, and offer practical tips for minimizing the risks of misclassification.

Topics will include:

- Nationwide Overview Of The Independent Contractor Tests
- Detailed Review Of Massachusetts' Independent Contractor Law
- How Do You Sort Out Which Workers May Be Eligible For Which Benefits?
- When Is A "Temp" No Longer Temporary?
- Does Your Organization Have To Pay Interns?
- When Can An Organization Lawfully Have Volunteers?

Who should attend?

- Human Resources Professionals
- Executives
- Business Owners
- In-House Attorneys

**REGISTRATION
NOW OPEN**

LOCATION

Schwartz Hannum PC Webinar

FEBRUARY 28, 2019

12:00 p.m. to 1:00 p.m. EST

REGISTRATION DEADLINE

February 21, 2019

TUITION

General Registration: \$100

Registration is limited.

To register, please contact Kathie Duffy at (978) 623-0900 or kduffy@shpclaw.com

Schwartz Hannum PC also presents this topic at client facilities, tailoring it as requested with some or all of the listed topics in single or multi-day programs.



Schwartz Hannum PC is recognized by SHRM to offer SHRM-CP or SHRM-SCP professional development credits (PDCs). This program is valid for 1 PDC. For more information about certification or recertification, please visit shrmcertification.org.