

Managing Misclassification Mysteries: A Refresher on Classifying Employees and Independent Contractors

APRIL 28, 2016

Winston & Strawn's Labor and Employment Practice hosted an eLunch titled "Managing Misclassification Mysteries: A Refresher on Classifying Employees and Independent Contractors" on April 28.

Two of the most critical decisions an employer has to make are whether to classify an individual as an independent contractor or as an employee and whether an employee is exempt or non-exempt from overtime requirements under state and federal law. Yet, the answers are not always easy—and in fact, they can be particularly difficult for employers with workers in multiple states. A wrong decision can lead to individual or class claims for unpaid wages and penalties.

During this eLunch, Partner Monique Ngo-Bonnici and Associate Jason Campbell discussed the latest developments in employee classification, including:

- How various state laws mirror or diverge from exemptions under the Fair Labor Standards Act;
- How to determine if an independent contractor is actually an employee; and
- Best practices for correctly classifying your employees and contractors

This interactive eLunch was a back-to-basics session that provided employers with a refresher on worker classifications and best practices considerations.

[Contact Winston & Strawn for more information about this event.](#)

An eLunch is a complimentary, interactive seminar where participants watch and listen to a presentation given by Winston & Strawn attorneys over the Internet.

Clients and friends of the firm are invited to attend seminars and events. We reserve the right to limit attendance at any firm event.

NOTE: CLE credit is not available for listening to our pre-recorded eLunch or webinar briefings.

1 Min Read

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Jason Campbell