

Employee or Independent Contractor?

AUGUST 16, 2012

Winston & Strawn hosted an eLunch titled "Employee or Independent Contractor?" on Thursday, August 16, 2012 at 12:15 (Central).

Employers often retain workers as independent contractors to perform services for them, without fully understanding the consequences of classifying an individual as an independent contractor versus an employee. Improper classification of workers as independent contractors can result in severe penalties and other legal consequences, particularly in the current legal landscape where misclassification of true employees as independent contractors is increasingly a focus in employment disputes, including IRS audits, Department of Labor investigations, and wage and hour litigation.

Winston & Strawn labor & employment attorney Jennifer Rappoport, along with attorney Marlén Cortez Morris, led a practical, interactive presentation that discussed the legal implications of the employee versus independent contractor classification, and provided the latest guidance and best practices regarding the proper classification of workers. The discussion examined:

- New laws regarding independent contractors
- Recent enforcement actions
- New IRS program for reclassification of independent contractors
- Tests used by courts and enforcement agencies to examine whether a worker is an employee or an independent contractor
- Potential penalties that may arise as a result of misclassification

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.

*Text ELUNCH to 21534 to get a message from Winston about the topic & date of our next eLunch. Includes link that functions only if your phone has internet access. Msg&data rates apply. Text STOP to 21534 to stop (conf. msg will be sent) or [email us](#). Text HELP to 21534 for help. [Terms & Conditions](#).

1 Min Read

Related Locations

Chicago

Los Angeles

Related Capabilities

Labor & Employment