Employers Don't Make these Mistakes - Contractor vs. Employee, Immigration, Wage & Hour

Description: This webinar will help you determine whether the workers providing services to your organization are: 1) Employees or 2) Independent contractors. This webinar will give employers the technical, legal information required to determine the most appropriate status for individual(s) providing services with respect to the employment contract and relevant legislation applicable.

Why Should you Attend:

Employers must understand the responsibilities regarding determination of the worker’s status. This may impact the tax status of those individuals, and how your organization reports information to the Internal Revenue Service. This webinar will explain how the business relationship the employers establish, and maintain with workers, who provide services, impacts the determination of the employment status of the independent contractor or employee.

According to the US Department of Labor, the Supreme Court has said that there is no definition that solves all challenges relating to the employer-employee relationship under the Fair Labor Standards Act (FLSA). The legal system has stated the determination of the relationship cannot be based on ‘isolated factors’ or upon a single characteristic. The worker classification is determined by an overall review of the workplace, and the job assignment circumstance(s). The goal of the worker job analysis is to: a) determine the underlying economic reality of the situation, and b) analyze whether the individual is economically dependent on the ‘supposed’ employer.

Related topics to be addressed in this webinar are: Practical checklist for maintaining independent contractor status, what every employer is to know when preparing to hire independent contractor(s), resources for tax-related information related to employment status.

Who can Benefit:

- Employers
- Senior management, middle managers, and hiring supervisors
- Human Resource Managers, Human Resource Management professionals, and practitioners
- Recruiters, Talent Management, and Talent Acquisition professionals
- Chief Financial Officers, Controllers, Tax Managers, Accountants, Payroll Professionals, and Bookkeepers

Contents: Objectives of the Presentation:

- Three common law rules regarding employment status
- IRS-20 Factor Test
- Worker: an independent contractor or an employee - Form SS-8, Form 1099, Form W-9
- Employment Tax obligations
- Relevant federal and state law discussion
- Independent contractor contract development
- Post-hire independent contractor contract on-boarding and orientation considerations
- Human resource recommendations for independent contractor at work


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