

Independent Contractor Classification Mistakes Web Seminar

August 19, 2010

11:30 a.m. – 12:30 p.m. PST

"This program has been submitted to HR Certification Institute for review"

Description:

The United States Department of Labor and its Office of Federal Contract Compliance Programs (OFCCP) have renewed the focus on the misclassification of employees as Independent Contractors. The State of California has also recently increased its regulatory oversight in this area. The consequences for improperly classifying employees as independent contractors can be costly, resulting in back taxes, as well as minimum wage, overtime, and benefits violations. There has also been a spike in class action lawsuits in this area affecting major corporations. Hospitals should take proactive steps to reduce their liability and avoid the mistake of improperly classifying their employees.

Learning Objectives:

- Learn what factors federal and state regulatory agencies and the courts consider when deciding whether someone is an independent contractor.
- Understand the federal and state tax ramifications and/or penalties of misclassifying an independent contractor.
- Learn about proposed legislation.
- Discuss what employers must do to be in compliance.

Faculty:

Roger King, JD, is a partner with Jones Day and is a member of the firm's national health care labor practice team. His practice is devoted to representing companies in labor and employment relations matters. He has had extensive experience with various health care unions across the country, including California. Other areas of focus include litigation in state and federal trial and appellate courts regarding a broad spectrum of labor-related matters.

Deborah Saxe, JD, is a partner with Jones Day and is a member of the firm's national health care labor practice team. Her practice is devoted to representing employers in complex employment and labor law matters, with particular emphasis on employment discrimination class actions, ERISA class actions, California and FLSA wage and hour class and collective actions, and cases brought pursuant to the California Labor Code Private Attorneys General Act (PAGA).

Recommend for:

Human Resource Professionals
Legal Counsel
Compliance Officers

How a Web Seminar Works

This web seminar allows you to attend and participate without ever leaving the office. The seminar is presented live, via the Internet and a telephone line.

Audio for the seminar is accessed through a telephone. During the program, you will have the opportunity to ask questions to the presenter. If multiple people will be listening to the program at your office, you can listen via speakerphone. The slide presentation is accessed on your computer via the web.

Tuition

This program is open to members of the Hospital Association of Southern California.

Prices are based per connection.

\$125 HASC Hospital Members

\$175 Non-Member Rate (*Non member registrations are subject to review and approval and will not be confirmed until the registration has been approved*).

Multiple staff can participate from one location for one tuition fee. Please note that if an additional attendee connects from another location, they will be invoiced separately.

Payment must be received no later than three days prior to the program.

Confirmation and Instructions

Upon receipt of payment, you will receive a confirmation e-mail and complete instructions on how to access the program.

System Requirements

PC-based attendees

Required: Windows® 7, Vista, XP, 2003 Server or 2000

Macintosh®-based attendees

Required: Mac OS® X 10.4.11 (Tiger®) or newer

Register by Fax

Fax your registration to (213) 482-8537. ***Registration deadline is August 17, 2010.*** *If you are planning to pay by check, please fax your registration form to ensure that it is received before the registration deadline.* Checks should be made payable to HASC and mailed to:

Hospital Association of Southern California

Attn: Human Resources –Independent Contractor Classification Mistakes

515 South Figueroa Street, Suite 1300

Los Angeles, CA 90071-3300

Please note on check: 2175-150-000

Cancellation Policy

A \$25 non-refundable processing fee will be retained or invoiced for each cancellation. Cancellations must be e-mailed by **Monday, August 6, 2010** to kochoa@hasc.org. Cancellations and non-attending registrants are responsible for the entire registration fee and will be invoiced if payment has not been received. Fees are non-transferrable to other HASC seminars.

Questions, Contact: Karen Ochoa at (213) 538-0765 or kochoa@hasc.org

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\$125 HASC Hospital Member Rate (Prices are based per connection)

Name: _____
 Title: _____
 Organization: _____
 Address: _____
 City: _____
 State/Zip: _____
 Email *required*: _____
 Phone: _____

Multiple staff can participate from ONE location for the same tuition fee. *Please note that if an additional attendee connects from another location, they will be invoiced.*

	Name	Title
1	_____	_____
2	_____	_____
3	_____	_____
4	_____	_____
5	_____	_____
6	_____	_____

PAYMENT METHOD:

Check # _____ Mail check to:
 Hospital Association of Southern California,
 Attn: Human Resources – Independent Contractor Classification Mistakes Web Seminar
 515 South Figueroa Street, Suite 1300
 Los Angeles, CA 90071-3300
Please note on check: 2175-150-000

MasterCard Visa American Express

Card # _____ Exp. Date: _____ Amount: _____

Cardholder Name (please print): _____

Cardholder Address: _____ City: _____ State: _____ Zip: _____

Cardholder Phone: _____ Authorized Signature _____ Date: _____

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I have read and understand the cancellation policy.