

INDEPENDENT CONTRACTOR V. EMPLOYEE: Know the Differences!



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The Employers' Association

You've heard the news about the FLSA Changes that take effect December 1, 2016. White Collar Exemptions are not the only hot topic affecting HR Professionals! Wage & Hour is also targeting employers who misclassify independent contractors. Come hear Bob speak about the Differences:

- Understanding the differences
- Why the struggle?
- View of the DOL, IRS, NLRB, & OSHA
- Unemployment and Workers' Compensation
- Proper Use of Independent Contractors
- Contractor agreements and best practices
- Non-competes and confidentiality agreements
- Engaging a flexible workforce

Bob is a graduate of the University of Toledo, with a Bachelor of Education, majoring in English. He began his career at The Andersons in retail management. After many years in retail management, he started his career in Human Resources as the Employment and Recruitment Manager for The Andersons. Since leaving The Andersons, he has served in Human Resource manager/director positions at S.E. Johnson, Michigan Paving and Materials, St. Vincent Mercy Medical Center, The Douglas Company, and Bittersweet Farms. During his career he has also served in leadership capacities of several organizations, including the Toledo Christian Schools Board of Directors, the Toledo Area Human Resource Association (TAHRA), Ohio Human Resource Conference Committee, SHAPE, and the Ohio SHRM State Council, serving as President or Chair of each organization. He is currently the HR Services Director for the Employers' Association and is serving a fourth term as a Springfield Township Trustee. Bob holds a professional certification with the Human Resource Certification Institute (HRCI) and SHRM.

HRCI & SHRM credit pending



Wednesday, October 5, 2016 - 11:30 a.m.
NW State Community College (Room H-104)
For more information, go to www.toledoshrm.org

