

PLUNKETT & COONEY  
ATTORNEYS & COUNSELORS AT LAW

## Choices Have Consequences

Basic Employment Decisions That Could Cost Your Business

Presented by  
**Laura M. Dinon**  
**Claudia D. Orr**

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### Today's Presenters



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### Independent Contractor v Employee

- Differences
- Default
- Consequences (FLSA and state law, ERISA plans, taxes, worker's disability compensation)



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## At-will v Just Cause v Satisfaction

- Differences
- Default
- Consequences



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## Exempt v Nonexempt

- Differences
- Default
- Consequences (FLSA and state law, ERISA plans)



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## Salary v Per Service & Other Compensation Plans

- Differences
- Default/Preference
- Consequences



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## Bonus v Commission

- Differences (Sales Representative Act v Wages & Fringe Benefits Act)
- Default
- Consequences



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## Overtime v Comp Time Off

- Differences
- Default
- Consequences



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## Part Time v Full-Time

- Differences
- Consequences (FMLA, FICA, COVID leave, ERISA, other benefits)



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## PTO v Sick/Vacation Time

- Differences
- Consequences



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## Questions?



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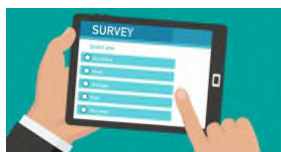
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## Post-Webinar Survey



We want to hear from you!



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## Continuing Education Credits



SHRM  
SHRM-CP | SHRM-SCP  
RECERTIFICATION  
PROVIDER  
2020

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## Event Page... Please Share!



CHOICES HAVE CONSEQUENCES

CHOICES HAVE CONSEQUENCES  
Basic Employment Decisions That Could Cost Your Business

CHOICES HAVE CONSEQUENCES  
1 HOUR CREDITED CREDITS (SHRM-CP & SHRM-SCP)

Date: Nov. 24, 2020  
Time: 11 am to Noon  
Cost: Complimentary

Throughout the old adage "Choices Have Consequences" is partially on point.  
The decisions employers and human resource professionals make each day are fraught with potential pitfalls that could result in significant legal liability and monetary damages. That's why the employment attorney at Plunkett & Cooney are taking these real businesses with their clients and family of law some of the most difficult aspects of employment law.  
Attendees will evaluate various employment law decisions and the potential consequences for each.

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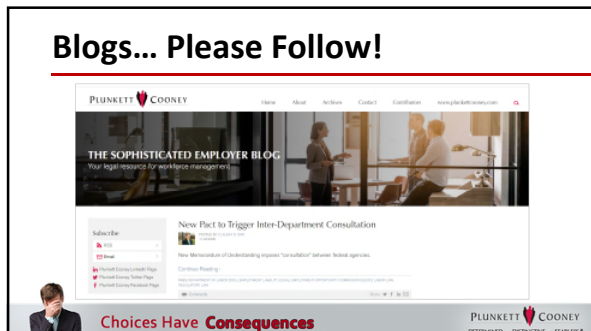
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PLUNKETT & COONEY

THE SOPHISTICATED EMPLOYER BLOG  
Your legal resource for workplace management

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Now Plect to Trigger Inter-Department Consultation

How Misclassification of Independent Contractors "Spillover" between federal agencies

Continue Reading

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