

## Prevailing Wage and Misclassification Traps For Contractors and How to Avoid Them

Sheppard Mullin, November 2013

### Registration & Breakfast

8:00 a.m. - 8:30 a.m.

### Program/Q&A

8:30 a.m. - 10:00 a.m.

### Hyatt Regency Santa Clara

5101 Great America Parkway

Santa Clara, CA 95054

Directions

Registration & Materials - \$50

[Click here to register for this program](#)

## Prevailing Wage and Misclassification Traps For Contractors and How to Avoid Them

### Presented by

- Paul Cowie, *Partner*
- Morgan Forsey, *Associate*
- Edward Lozowicki, *Of Counsel*

Construction industry employers are invited to join Sheppard Mullin Construction, Labor and Employment attorneys on November 6, 2013 for a breakfast briefing on contractor liability, prevailing wage law, misclassification issues and more. This briefing will help you avoid pitfalls that can cost your company time and money. The speakers will discuss the following topics and answer your questions.

### Risks of Non-Compliance

Contractor's liability for the mistakes of their subcontractors

## The Prevailing Wage Trap

Four things every employer dealing with the public sector must know:

- The ramifications of misclassifying workers
- DLSE's commitment to assessing and collecting penalties
- 2013 penalty increases
- Senate Bill 7 - charter cities and prevailing wages

## Misclassification of Independent Contractors, Joint Employment, and the EDD

What you should know about developments in the law and enforcement strategy:

- How this impacts prevailing wage (i.e. you didn't think you were the employer, guess again)
- Limitations on indemnifications
- Proactive steps to avoid liability
- When is a trucker an "independent contractor"?

## MCLE

This activity complies with standards for Minimum Continuing Legal Education prescribed by the California State Bar and is approved for 1.5 hours of MCLE credit.

Sheppard, Mullin, Richter & Hampton LLP is a State Bar of California approved MCLE provider.

*Questions? Contact Melissa Omphroy at [momphroy@sheppardmullin.com](mailto:momphroy@sheppardmullin.com) or 415.774.2997.*

## Attorneys

Paul S. Cowie

## Practice Areas

Construction

Labor and Employment

## Industries

Construction