

## Redefining the Standard: Is Your Company Now a Joint Employer?

### Archived Details

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**Registration Fee: Complimentary**

The NLRB's recent decision in *Browning-Ferris Industries of California, Inc.* has dramatically changed the playing field for employers who rely on nontraditional workforces. Significantly broadening its joint employer standard, the NLRB will now find joint employer status where a company retains some control (direct or indirect) over the terms and conditions of another company's employees, even if that control is never exercised. The new standard may expose employers to union organizing, liability for unfair labor practices, and collective bargaining obligations, among other results.

Topics will include:

- A point-by-point review of the new joint employer standard
- A discussion of how the new standard may impact businesses with nontraditional workforces (i.e., independent staffing services, subcontractors, distributors and franchisees)
- Recommendations for evaluating current business models to avoid joint employer status
- Guidance on what to do if your company is determined to be a joint employer

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