



Philadelphia Attorney Discusses DOL's Independent Contractor Proposal

News

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In an interview with the *National Star Route Mail Contractors Association*, **Patrick Dalin** shares his insight on the Labor Department's Wage and Hour Division proposal to rescind the current standards for determining who is an independent contractor.

"Under the current standard, two factors were given additional weight and labeled as core factors: the level of control an employer exerts over the work and the worker's opportunity for profit or loss." Patrick explains that factors pointing in the direction of control could indicate an employer-employee relationship. "In general terms, the company exercising control for purposes of legal obligations, safety standards, or customer service would be a factor that points towards control consistent with an employer-employee relationship," said Patrick.

Companies should consider how these proposed changes impact their businesses and employees' status.

To read the article visit [*National Star Route Mail Contractors Association*](#).

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