

## Beth Langley & Erin Barker Lead Webinar on Changes in Employee Classification

12.07.2022

Brooks Pierce attorneys Beth Langley and Erin Barker presented a webinar on November 29, 2022 on what employers need to know about upcoming changes and issues in employee classifications.

The webinar, "Employee Classification Laws in Transition," provided an overview of proposed changes to the Department of Labor's Independent Contractor Rule and the proposed National Labor Relations Board Joint Employer Rule. Participants received an update on the classification of exempt versus non-exempt employees under the Federal Labor Standards Act, including common pitfalls and red flags for a wage and hour investigation.

This webinar offered an active approach to addressing these issues and covered:

- How the DOL's proposed rule differs from the 2021 rule and how it may affect employers;
- State-specific employee classification issues, such as those arising in North Carolina Department of Commerce unemployment audits; and
- Joint-employer status under the FLSA and EEOC guidance.

The full session can be seen here.

Langley provides advice and counsel to employers on a variety of employment law issues including workplace employment compliance, executive compensation, trade secret protection, and employment agreements, including non-competition agreements. She also counsels clients on discrimination and harassment issues related to Title VII, the Americans with Disabilities Act, the Fair Labor Standards Act and the Family and Medical Leave Act. She has been recognized by North Carolina Super Lawyers in Employment & Labor Law (2009-2022), Business North Carolina's "Legal Elite" in Employment Law (2004-2022), and The Best Lawyers in America® in Commercial Litigation, Labor and Employment Litigation and Employment Law - Management (2014-2022).

Barker advises clients on various employment and benefits related matters. In addition to her labor and employment and ERISA & employee benefits practices, she also works with businesses, non-profits and individuals on an array of transactional matters.

### PEOPLE

Erin Barker

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D. Beth Langley

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