



## Northwest International Circulation Executives Legal Seminar

NICE will hold a Legal Seminar in Bellevue, Washington, on February 17, 2012. *USA Today's* Bellevue location is the site of this year's meeting. L. Michael Zinser, NICE General Counsel, will lead the seminar.

The current administration in Washington is constantly attacking independent contractor status. Now is the time to make sure your independent contractor house is in order. Seminar topics will include:

- **State Unemployment Contractor Issues** – We will address activity by the unemployment agencies in the Northwest States attacking independent contractor status. The State of Oregon has been particularly active, engaging in a *witch-hunt* on bundle haulers. Additionally, they also have been attacking the clear home delivery exemption. We will report on recent case developments.
- **HR 3178, The Employee Misclassification Prevention Act** – On October 13, 2011, in the U.S. House of Representatives, The Employee Misclassification Act was introduced again. It has been proposed in past sessions of Congress but has not progressed very far. This is a very dangerous law attacking independent contractor status at the federal level. This will be explained at the seminar.
- **The Payroll Fraud Prevention Act** – On April 8, 2011, Senate Bill 770 was introduced. The Bill, if enacted, would expand the Federal Fair Labor Standards Act to cover misclassification of employees as independent contractors. It would create a new definition of workers called “non employees.” This law would create a new labor law fence and expose businesses to fines of up to \$5,000 per worker for each violation of the law. This will be discussed at the seminar.
- **Union Elections under the National Labor Relations Act** – By the time of the seminar, the NLRB will have issued a new rule totally changing the NLRB election process. We are anticipating that the NLRB is going to attack the First Amendment right of all employers to campaign against unions. We will be providing a complete report on this new rule.
- **Social Media Policies** – We will examine emerging legal developments in the workplace concerning employee use of social media, such as Facebook and Twitter.
- **Circulation Management Contracting Checklist** – We will review a document that has been developed for the contracting process that will greatly support independent contractor status.

This year's focus on independent contractor status is critical. The cost of the seminar is free to NICE members. For non-members, the cost is \$150 if pre-registered, or \$175 at the door. For further information and to register, call Dale Irvine at 360.466.2006 or e-mail Dale at nice@galaxy.net.com.



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