



For Immediate Release  
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**Southwest Iowa ECI:  
“Independent Contractor or Employee:  
Getting the Classification Wrong Can Hurt You!”**

**COUNCIL BLUFFS, IOWA** – Last session the Legislature approved funding of a special unit within Iowa Workforce Development to investigate employee misclassification. Employers who regularly use independent contractors instead of hiring permanent employees must ensure that the workers are properly classified. Misclassification has been a big problem especially in the trades industries.

The Southwest Iowa Employers' Council (ECI) will be hosting the training opportunity for businesses “Independent Contractor or Employee: Getting the Classification Wrong Can Hurt You!” on Friday October 23, 2009 from 8:45 am to 10:30 am. This session will be held at Bass Pro Shop Outdoor World, 2901 Bass Pro Drive in Council Bluffs, IA. Check-in begins at 8:30 am; there is no fee to attend.

This session will focus on how to determine whether a worker is an “independent contractor” or an “employee”. Getting the classification correct is critical for tax, wage, unemployment, workers’ compensation, and other employment issues. Getting it wrong can cost the employer \$\$\$\$. A renewed enforcement emphasis by federal and state regulators requires that employers take a closer look at their classifications. Iowa Workforce Development Attorney Barbara Tapscott will present using “real life” examples. This is a “hold harmless” training session and there will be time for questions and answers.

Pre-registration is requested by Wednesday October 21 to Carol Morgan at (712) 242-2131 or [carol.morgan@iwd.iowa.gov](mailto:carol.morgan@iwd.iowa.gov). This program has been approved for 1.5 (General) recertification credit hours towards PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI). A certificate of attendance will be provided at the training session.

The Southwest IA Employers' Council is a local employer group supported by Iowa Workforce Development Region 13 including Harrison, Shelby, Pottawattamie, Mills, Cass, Fremont and Page counties, and is part of the statewide Employers' Council of Iowa system. All businesses, including Iowa, Nebraska and Missouri employers are welcome to attend ECI events. This employer's group addresses workforce issues, and provides both educational and networking opportunities for employers and human resource professionals. Contact Carol Morgan for more information about the Southwest Iowa ECI group.

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