

Labor Laws

Independent Contractor versus Employee Status continues to be a major concern of dental hygienists. The IRS has specific guidelines on determining the status of a worker. Treasury Regulation 31.3401(c)-1(b) states: “*Generally, the relationship of employer and employee exists when the person for whom the services are performed has the right to control and direct the individual who performs the services not only as to the result to be accomplished by the work, but also as to the details and means by which that result is accomplished. That is, an employee is subject to the will and control of the employer not only as to what shall be done but as to how it shall be done. In this connection, it is not necessary that the employer actually direct or control the manner in which the services are performed; it is sufficient if he has the right to do so.*”

Read this article for more in-depth information:

<http://www.dentistryiq.com/articles/2012/07/independent-contractor-vs-employee-status.html>