

Legal Test

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By Russell B. Berger

Welcome to One Minute of Overtime, where I will share insights on Labor and Employment Law topics, mostly related to minimum wage and overtime compliance issues.

Compliance in this area of law is nuanced and technical, so it is critical for employers to audit and adjust their practices to remain compliant, so stop by to stay up-to-date and in-the-know.

The screenshot shows a presentation slide with a dark blue background. At the top left, it says 'Russell Berger | rberger@offitkurman.com | 410.209.6449'. At the top right is the 'Offit | Kurman' logo. On the left side, there is a vertical graphic with a clock face and the text 'ONE MINUTE OF OVERTIME presented by russell berger'. In the center, there is a circular portrait of Russell Berger next to the title 'Legal Test'. Below the title, a light blue box contains the following text: 'Whether a worker is an employee, or an independent contractor is not a choice the employer gets to make. Instead, it is a legal conclusion reached based on the application of a legal test. In Maryland, the test focuses on the economic realities of the engagement.'

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