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PHOENIX BUSINESS JOURNAL: EMPLOYMENT LAW 101: WHY THE SIZE OF YOUR COMPANY REALLY DOES MATTER

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Shayna Balch was a guest blogger for the *Phoenix Business Journal* on August 5, 2014.

From wage and hour laws to workers' compensation, the number of employees your business has on the payroll does dictate what laws do or do not apply to your organization.

Employers should carefully monitor their workforce to ensure they are aware of new or shifting obligations as the number of employees fluctuates. Some statutes specifically define "employee." Which means an individual may be considered an employee under one statute but not an employee under another. It is important for employers to understand that the assessment of whether a worker is an "employees" is not dependent on job title or description. Rather, it is based on the actual job duties that the worker performs for the company.

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