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## Employing Temporaries – Don't Make Mistakes !

**Prerequisites:** None  
**Schedule:** One Half-Day Session

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### Course Objective

Understand the legal issues surrounding the use of temporary employees and learn practical ways to address the problems and minimize the legal liability to the corporation.

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### Course Topics

- Factors used to determine if a temporary employee from an agency is also an employee of the client company.
- Employee Leasing – Payroll service with a twist
- Independent contractors – a tax trap for the unwary. What is an independent contractor?
- The myths of temporary employment
  - Releasing a temp
  - Temp to perm
- Temps and Workers Compensation
- Temps and the Family Leave Medical Act
- Temps and the National Labor Relations Act

### About the Seminar

More and more companies are staffing their operations through temporary agencies. They believe that the “temp to perm” arrangement enables them to thoroughly evaluate temporaries before putting them on the company payroll. Companies that believe they can release temporaries at any time without legal consequence are greatly mistaken. While the “temp to perm” arrangement brings many advantages with it, it may also bring problems.

### About the Speaker

**Mason Alexander** is the managing partner of the Charlotte office of Fisher & Phillips LLP. Mason graduated from the University of the South at Sewanee, Tennessee and the University Of South Carolina School Of Law. Mason has practiced labor and employment law exclusively for 16 years. A dynamic and interesting speaker, Mason has practiced exclusively in the area of labor and employment law for many years, representing only management. This includes among others, the areas of union campaigns, sexual harassment, discrimination, wrongful discharge, union avoidance, and policy reviews.