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## PRESS RELEASE – FOR IMMEDIATE RELEASE

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### Opposition Regarding Employee or Independent Contractor Classification Under the Fair Labor Standards Act, 87 Fed. Reg. 62218, et seq. (Oct. 13, 2022); RIN 1235-AA43

The U.S. Department of Labor (DOL) has recently proposed a new regulation regarding what qualifies an individual to be classified as an independent contractor or an employee. This proposed regulation would replace the Fair Labor Standards Act 2021 IC Rule, and instead use 7 factors to determine a worker's classification. More criteria equate to more regulations for employers, which is why the Yorba Linda Chamber of Commerce is working to make sure this proposed regulation is withdrawn.

The new regulation is heavily biased towards concluding that an individual should be considered an employee. While this chamber understands the importance of equitable labor practices, this chamber also firmly believes in the importance of fair regulations for employers. If an employer determines a worker should be classified as an independent contractor, the employer will not be confident that classification will be correct until the DOL approves it. Thus, with the interest of local businesses and business owners in mind, this Chamber of Commerce is urging the U.S. Department of Labor to withdraw the proposed regulation and further test the effectiveness of the current 2021 IC Rule. The Yorba Linda Chamber of Commerce has joined the U.S. Chamber of Commerce in these efforts and will be continuing to fight for our business community in similar issues.

Alex Hernandez | Policy Advocate  
Yorba Linda Chamber of Commerce

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### MISSION STATEMENT

The Yorba Linda Chamber of Commerce is dedicated to growing local business by cultivating relationships, between members, residents and government, encouraging community involvement and fostering economic growth.