

Not So Independent Contractors: What HR Needs to Know About Worker Classification



Recorded Date: September 11, 2025

Time: 9:00 AM – 10:00 AM (PST)

Speakers: Kristen Shaw

About This Webinar

The line between independent contractors and employees has never been blurrier—or more legally risky.

Join employment law expert **Kristen Shaw** for a timely webinar on how to correctly classify workers in Canada and avoid misclassification liability. With enforcement intensifying and lawsuits on the rise, HR professionals must understand how courts and regulators are assessing working relationships—and what steps you can take now to stay compliant.

In this session, Kristen will cover:

- The legal tests for distinguishing contractors from employees
- Red flags that trigger audits and legal disputes
- Recent case law shaping classification decisions
- Practical guidance for contracts, control, and organizational risk
- What to do if you suspect a misclassification issue already exists
- If your organization uses freelancers, gig workers, consultants, or project-based talent, this session is essential to protecting your business and staying onside with the law.

Reserve your seat today and make sure your contractors really are independent.

What's Included

1. **Expert Insights:** In-depth knowledge from Kristen Shaw on the legal considerations of contractors in the workplace.
2. **Key Understanding Classification Rules:** Get clarity on how to distinguish

employees from independent contractors under current laws.

3. **Identifying Risk Areas:** Learn where misclassifications most often occur—and how to avoid them.
4. **Implementing Safe Practices:** Gain practical tools to audit your current contracts and policies to ensure compliance.
5. **Avoiding Legal Pitfalls:** Discover what regulators look for and how to protect your organization from costly mistakes.
6. **Live Q&A Opportunity:** Ask Kristen your specific classification and compliance questions during a dedicated Q&A session.
7. **Supporting Resources:** Receive additional materials to help you review, revise, and strengthen your contractor agreements.

Who Needs To Be There?

1. Safety & Compliance Managers
2. HR & EHS Professionals
3. Operations & Facilities Leaders
4. Site Supervisors & Team Leads
5. Risk Management & Legal Counsel
6. Construction, Manufacturing, and Agriculture Employers
7. Anyone responsible for workplace health, safety, and compliance