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## BLOGS

Legislation and Rulemaking

# Department of Labor Releases Final Joint Employer Rule

In another significant development in the area of joint employer law, the Department of Labor (DOL) has released its final joint employer rule to revise and update its regulation interpreting joint employer status under the FLSA. The new rule provides a four-part test asking: whether or not the company can hire or fire the employee; whether it supervises the employee's work schedule; whether it sets their pay; and if it maintains their employment records. This four-part test returns the standard to its traditional definition. The effective date of the rule is March 16, 2020, and more about the rule can be found here:

<https://www.dol.gov/agencies/whd/flsa/2020-joint-employment>.

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