Below is the link to the October 13, 2015 UBA Employer Webinar Series: **"Common Knowledge: Determining Who Is a Common Law Employee and Counting Them Under the Affordable Care Act"**

http://webinars.ubabenefits.com/WebinarRecordingGateway/tabid/2890/Default.aspx?rid=0e08f4f7-1590-47c4-a459-b259f255a4e9

> The Affordable Care Act (ACA) requires employers to determine who their common law employees are and include them in their headcount to determine their applicable large employer (ALE) status. Sometimes determining an employee's status as a common law employee can be difficult. This webinar will discuss best practices for determining common law employee status and how employers determine if they are an ALE.
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> This webinar will:
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> • Explain what a common law employee is
> • Discuss best practices for determining if an employee is a common law employee, including union employees and seasonal workers
> • Provide information on who is specifically excluded as a common law employee, including independent contractors
> • Discuss the Department of Labor's new guidance on independent contractor classification
> • Discuss leased employees, temporary agency employees, and professional employer organization arrangements
> • Discuss employees who are working overseas, foreign workers, and workers on visas
> • Provide information on the process for determining how many full time and full time equivalent employees an employer has
> • Discuss how veterans with veteran health care are counted in the total ALE headcount
> • Review the rules an ALE must follow when designing common law employees' waiting period or orientation period

This 90-minute intermediate to expert level webinar will help understand how to determine which employees are common law employees and determine the employer's size.

The presentation will be posted on the UBA website the day before the webinar.

PRESENTER
Randal M. Limbeck is a Shareholder in the Omaha, Nebraska, office of Jackson Lewis P.C. He has spent more than 25 years specializing in representation of clients in the areas of ERISA, employee benefits, and executive compensation. Mr. Limbeck's employee benefits and executive compensation clients include large, publicly traded companies and well known private companies, and a wide range of professional service organizations.

Mr. Limbeck's practice involves design, document drafting, employee communications, litigation and assisting clients in dealings with the IRS and Department of Labor.

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Please feel free to watch/listen to this whenever it is convenient for you and your staff. It will be available for you to view for the next 11 months. Your name and email are required for registration. There is no cost however this webinar has been ***approved for 1.50 credit hours*** toward PHR, SPHR and GPHR recertification through the HR Certification Institute. Once you have viewed the webinar, the last page will provide details on receiving the credit hour.