

## Contact

---

### Houston

1200 Smith Street, Suite 1400  
Houston, Texas 77002-4310  
Tel: 713.658.1818  
Fax: 713.658.2553

### Atlanta

191 Peachtree Street, N.E.,  
Forty-Sixth Floor  
Atlanta, Georgia 30303  
Tel: 404.659.1410  
Fax: 404.659.1852

### Philadelphia

50 South 16th Street, Suite  
1700  
Philadelphia, PA 19102  
Tel: 610.772.2300  
Fax: 610.772.2305

### San Antonio

112 East Pecan Street, Suite  
1450  
San Antonio, Texas 78205  
Tel: 210.253.8383  
Fax: 210.253.8384

## Avoiding joint employment liability: The control factor

Annette Idalski and Sara Hamilton

February 2015

In an InsideCounsel article published on Feb 27, 2015, Annette A. Idalski and Sara E. Hamilton provide guidance to employers on how to avoid joint employer liability. Given the current climate of leased employees, temporary workers, franchisees and subcontractors, it is becoming increasingly difficult for non-employers to monitor the quality of their products and services without crossing the line into joint employer liability. The key is to distinguish between direct control (indicative of a true employment relationship) and quality control (indicative of a legitimate subcontracting arrangement). Idalski and Hamilton discuss in detail their guidance for employers.