

**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**

300 Conshohocken State Road  
Suite 570  
West Conshohocken, PA 19428  
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

## The Coming Crackdown: Why Penalties for Construction Owners Are on the Rise

*Construction Dive*

October 2015

In an article published on Oct. 19, 2015, Michael Davis provides guidance to construction owners on rising penalties from the Department of Labor (DOL) for violations involving the misclassification of employees as independent contractors, which can leave companies owing overtime pay. Davis emphasizes that, "The overtime liability can be pretty significant, and when the company doesn't have the assets, the federal government is going after the contractor owners." He goes on to explain that many of these companies are also violating the Occupational Safety and Health Administration (OSHA) and state workers compensation regulations, "They aren't providing a safe work environment for these individuals, and many times they aren't providing workers' compensation."