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# EMPLOYEE VS CONTRACTOR IN DENTISTRY

A RESOURCE HUB BY PRO-FI 20/20 DENTAL CPAS

CLASSIFYING YOUR TEAM AS EITHER EMPLOYEES OR CONTRACTORS IS ONE OF THE HOTTEST TOPICS IN DENTISTRY, SO WE'VE PUT TOGETHER A SMALL LIBRARY OF RESOURCES ON THE SUBJECT.

## DENTAL PUBLICATION RESOURCES

"Blindsided by a 1099? The risks of being misclassified as an independent contractor"  
Dentistry IQ, Feb 6, 2020

[Read](#)

"Misclassification of dental hygienists as independent contractors"  
DentistryIQ , Jan 29, 2019

[Read](#)

"Employee Vs Independent Contractor in Dentistry"  
Dentistry Today, September 21, 2018

[Read](#)

"Worker Classification: A Continuing Problem"  
Dental Economics, October 1, 2017

[Read](#)

"Independent Contractor Versus Employee? That is the question"  
Dental Economics, May 9, 2016

[Read](#)

"Hiring an Associate: Employee or Independent Contractor? Misclassifying an associate as an independent contract is one potentially costly mistake that should be avoided like periodontal disease"  
DentistryIQ, February 2, 2012

[Read](#)

"ABC Test is now the law, but it's not a free ticket for independent contractors"  
California Dental Association, October 15, 2019

[Read](#)

## IRS RESOURCES

- <https://www.irs.gov/businesses/small-businesses-self-employed/independent-contractor-defined>

[Read](#)

- <https://www.irs.gov/businesses/small-businesses-self-employed/independent-contractor-self-employed-or-employee>

[Read](#)

- <https://www.irs.gov/businesses/small-businesses-self-employed/behavioral-control>

[Read](#)

- <https://www.irs.gov/taxtopics/tc762>

[Read](#)

- INFOGRAPHIC: Independent Contractor or Employee?

[Read](#)

- FORM SS-8: Determination of Worker Status for Purposes of Federal Employment Taxes and Income Tax Withholdings:

[Read](#)

20 Point Checklist For Independent Contractors

[Read](#)

## D.O.L. RESOURCES

INFOGRAPHIC: "Get the facts on misclassification under the fair labor standards act. Employee or Independent Contractor?"

[Read](#)

DOL Fact Sheet #13: Employment Relationship Under the Fair Labor Standards Act (FLSA):

[Read](#)

## HR RESOURCES

"The CEDR Guide to Employment Classification and Wage Compliance  
CEDR HR Solutions

[Read](#)

"The CEDR Guide to Employment Classification and Wage Compliance  
Independent Contractor Classification CHEAT SHEET  
CEDR HR Solutions

[Read](#)

"Independent Contractors vs. Employees: A Critical Distinction"  
CEDR HR Solutions

[Read](#)

"Have You Misclassified Your Independent Contractors?"  
CEDR HR Solutions

[Read](#)

## ADP HR COMPLIANCE

DOL Adopts New Independent Contractor Test  
ADP, March 8, 2021

[Read](#)

## SOCIETY OF HR MANAGEMENT

"Employing Independent Contractors"  
Society of HR Management, Jan 8, 2021

[Read](#)

"DOL Clarifies Definition of Independent Contractor"  
Society of HR Management, Jan 7, 2020

[Read](#)

"DOL Clarifies Who is an Independent Contractor in Proposed Rule"  
Society of HR Management, Sept 22, 2020

[Read](#)

## CPA RESOURCES

"ICYMI: Employee Versus Independent Contractor, The IRS and Department of Labor's Focus on Worker Classification  
The CPA Journal, Jan 2019

[Read](#)

"Misclassification Nation"  
AccountingToday, Mar 8, 2015

[Read](#)

"Employee vs Independent Contractor: Do You Know the Rules?"  
CPA Practice Advisor, Aug 12, 2014

[Read](#)

"The Independent Contractor Status Draws Scrutiny in Dental Practices"  
Dental CPA Blog, Feb 15, 2013

[Read](#)

"TX Case: How Worker Misclassification Cost One Practice Owner Over \$142,000"

[Read](#)

## LEGAL RESOURCES

"DOL Proposes to Scrap Employer-Friendly Independent Contractor Rule"  
JD Supra, Mar 19, 2021

[Read](#)

"US Department of Labor Releases Final Rule Clarifying Standard for Independent Contractor Versus Employee Under FLSA"  
The National Law Review, Jan 13, 2021

[Read](#)

"The Painful Reality for Dentists and Physicians Who Violate the Massachusetts Employee Misclassification Law"  
Bennett & Belfort, P.C. Feb 03, 2012

[Read](#)

"Service Employment Agreements for Dental Professionals"  
Pierce & Mandell, P.C.

[Read](#)

## OTHER RESOURCES

"How the IRS Determines Independent Contractor Status"  
The Balance of Small Business, Feb 18, 2021

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