



ARCHDIOCESE OF
CINCINNATI



NEWSLETTER

The mission of the Department of Human Resources is to offer the highest quality of service by developing (with its partners) a work environment that is built on trust and respect for each individual — an environment of invitation, welcome, motivation and well-being for all employees. We strive to promote and support the dignity and rights of each person who works in the Archdiocese of Cincinnati so that each employee can carry out his or her ministry and utilize his or her talents in accordance with God's will.

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Independent Contractor Rule

On January 9, 2024, the U.S. Department of Labor (DOL) announced the final rule regarding when employers can classify workers as independent contractors under federal labor law. The DOL first proposed the rule in October of 2022.

The DOL describes the rule as providing “greater clarity and consistency in determining a worker’s status, which helps workers and businesses know when they should be covered by the Fair Labor Standards Act.” Notably, the rule rescinds an independent contractor rule that was issued but never went into effect under President Trump, that focused more narrowly on two factors of the economic realities test.

The rule was published in the Federal Register on January 10, 2024 and will take effect on March 11, 2024.

Please [click](#) to view full rule.