

Medical Match

May 2004
303-980-1000

OVERTIME RULES DEFINED

The U.S. Department of Labor decided on overtime regulations on April 20, 2004. Under the new "FairPay" rules, workers earning less than \$23,660 per year, or \$455 per week, (\$11.375/hr.) are guaranteed overtime protection. This is based on 40 hours/week and 1½ times hourly pay for overtime. Free D.O.L. seminars are at www.dol.gov. Check the "nurse" occupation title. Registered nurses, with degrees and licensed by the state, are categorized differently from other nurses. As of the end of April, the *Colorado* Dept. of Labor still ruled that LPNs and medical assistants qualify for overtime. 303-318-8040 ext. 5.

INDEPENDENT CONTRACTORS

Need coverage for a pregnancy leave? Clearing up your collections? Transferring your medical records to an electronic system? When needing a special project completed, an independent contractor may be the solution. Contractors are paid directly, without taking out any taxes. If paid more than \$600 in any one year, the employer must send the contractor an IRS form 1099 at the end of the year, found at: www.irs.gov.

A signed and dated agreement will keep the job expectations clear. They include sections which: 1) Describe the job 2) State a beginning and end date 3) Note the hourly pay and payment schedule. 4) List any general provisions. 5) Include the contractor's name, address, phone, and social security number. Since an agreement has legal implications, we suggest using a form provided by your attorney. If you need a medical contractor, call Medical Match first! Our fees are less than a temp service!

QUOTE

"A smile is the light in your window that tells others that there is a caring, sharing person at home."