

Joint employment

creating compliance risk, spoiling a good meal?

JOINT EMPLOYER relationships have recently come under greater review by the Department of Labor as well as the National Labor Relations Board. With a number of high-profile cases involving dining organizations currently under review, the industry faces increased scrutiny and **COMPLIANCE RISK**. In fact, research shows compliance risk may be even higher for dining franchisees.¹ With the spotlight shining on the dining industry, business owners should be asking if they have the right human capital management tools in place to proactively manage compliance risk, engage employees — and help avoid spoiling an otherwise good meal for guests.

DID YOU
KNOW THAT
SINCE 2009 ...



\$200M+

recovered in back wages
in restaurant industry.²

34,000+

back-wage cases brought
against restaurants.³

1,300+

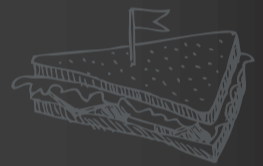
instances of two or more wage
and hour investigations linked due to
joint-employment classification.⁴

Got questions about
joint employment?

The Department of Labor has answers.



Help your brand pass the taste test



Make sure you're not setting up your brand for low guest satisfaction scores. Proactively manage compliance risk with a single-platform HCM solution that works for all employees and has the tools that can help you:

automate

employee time and wage calculations
to deliver the perfect paycheck

create

best-fit schedules that account for
business and compliance needs

track

employee time, meals, and breaks to
help meet compliance regulations

establish

an audit trail with robust reporting

HOW does your
brand benefit?

Attract and retain quality employees • **Deliver** an exceptional guest experience
Gain repeat customers through brand loyalty

Visit Kronos.com/dining to learn how a single-platform HCM solution can help you proactively manage compliance risk.



Workforce Innovation
That Works™



¹ Katie Johnston, *BU Professor Takes on Task of Enforcing US Wage Laws*, The Boston Globe (June 8, 2014), found at <https://www.bostonglobe.com/business/2014/06/07/professor-david-weil-brings-controversial-workplace-views-labor-department/N2k3YBB2S2pm2qLShA0PSP/story.html>.

² *Fiscal Year Statistics for WHD*, United States Department of Labor (March 14, 2016), found at <http://www.dol.gov/whd/statistics/statstables.htm#lowwage>.

³ *Ibid.*

⁴ Melanie Trotman, *Labor Department to Suggest Designating More Businesses 'Joint Employers'*, The Wall Street Journal (January 20, 2016), found at <http://www.wsj.com/articles/labor-department-to-suggest-designating-more-businesses-joint-employers-1453266001>.