Misclassification enforcement update

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Misclassification-related intakes

Calendar-year (CY) 2023	July 1, 2024 - Jan. 31, 2025 *(after law changes)*
23 construction related	20 construction related
76 all other industries	105 all other industries
99 total	125 total

Effectiveness of efforts to address misclassification (2 of 4)

Outcomes

CY 2023	July 1, 2024 - Jan. 31, 2025 *(after law changes)*
12 wage claims (10 construction, two other)	25 wage claims (four construction, 21 other)
Three inform and educate (two construction, one other)	17 inform and educate (two construction, 19 other)
Six investigations (four construction, two other)	Eight investigations (two construction, six other)
78 educate, self-help and/or referrals	77 educate, self-help and/or referrals

Misclassification-related intakes

July 1, 2024 - Jan. 31, 2025 *(after law changes; information from February 2025 presentation)*	CY 2025
20 construction related	105 construction related
105 all other industries	238 all other industries
125 total	343 total

Outcomes

July 1, 2024 - Jan. 31, 2025 *(after law changes; information from February 2025 presentation)*	CY 2025
25 wage claims (four construction, 21 other)	64 wage claims
17 inform and educate (two construction, 19 other)	54 inform and educate
Eight investigations (two construction, six other)	22 investigations
77 educate, self-help and/or referrals	203 educate, self-help and/or referrals

Back wages to affected workers

- For wage claims where the worker reports misclassification, estimated $46,403.21 collected in 64 wage claims.

- For inform and educate (I&E) where the worker reported misclassification, estimated $20,057.91 collected from 54 cases.

- Investigations: Longer process resulting in only one investigation closing in 2025 relating to misclassification. A total of $5,820 in back wages assessed and paid.