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# State AG Actions Secure Workers' Pay But Not Status

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Richard Reibstein, a partner with Troutman Pepper Locke and author of the [Independent Contractor Misclassification & Compliance](#) blog, was quoted in the November 5, 2025 *Law360* article, "[State AG Actions Secure Workers' Pay But Not Status](#)."

"On the whole, state agency enforcement actions represent a nuisance and not an existential threat," said Richard Reibstein of [Troutman Pepper Locke LLP](#), who specializes in defending companies from independent contractor misclassification claims.

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Without the typical defense strategy of pointing to arbitration agreements, companies should focus on proactively enhancing compliance to avoid state scrutiny, Troutman's Reibstein said.

Compliant companies "tend to see far fewer legal challenges and are far less likely to be the subject of the enforcement action," he said.

But despite their high profile, such cases tend to result in lower amounts in judgments or settlements, Reibstein said.

"They are effective at putting independent contractor misclassification claims into public light," he said. "On the other hand, they do not present anywhere near the same financial risk to companies as do independent contractor misclassification class actions."

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