

Press Coverage | April 7, 2025

# State And Local Wage And Hour Updates To Watch

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Richard Reibstein, a partner in Troutman Pepper Locke's Labor + Employment Practice Group, was quoted in the April 7, 2025 *Law360* article, "[State And Local Wage And Hour Updates To Watch](#)."

Richard Reibstein, co-head of the independent contractor compliance and misclassification practice at management-side firm Troutman Pepper Locke LLP, said the bill has confusing provisions.

"It authorizes the commissioner of labor to issue a stop-work order when a company 'knowingly misclassifies' employees as independent contractors, but the law does not indicate what the term 'knowingly' means," Reibstein said. "A bigger problem is that it is unclear whether an employer, which has a right to contest the stop-work order in 10 days, gets a stay of the stop-work order automatically or has to go into court to get a stay."

Other states could end up replicating this bill, Reibstein said.

"This type of legislation may well get a toehold in state legislatures across the country, and employers should be ahead of the curve by taking steps to enhance their independent contractor compliance," he said.

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