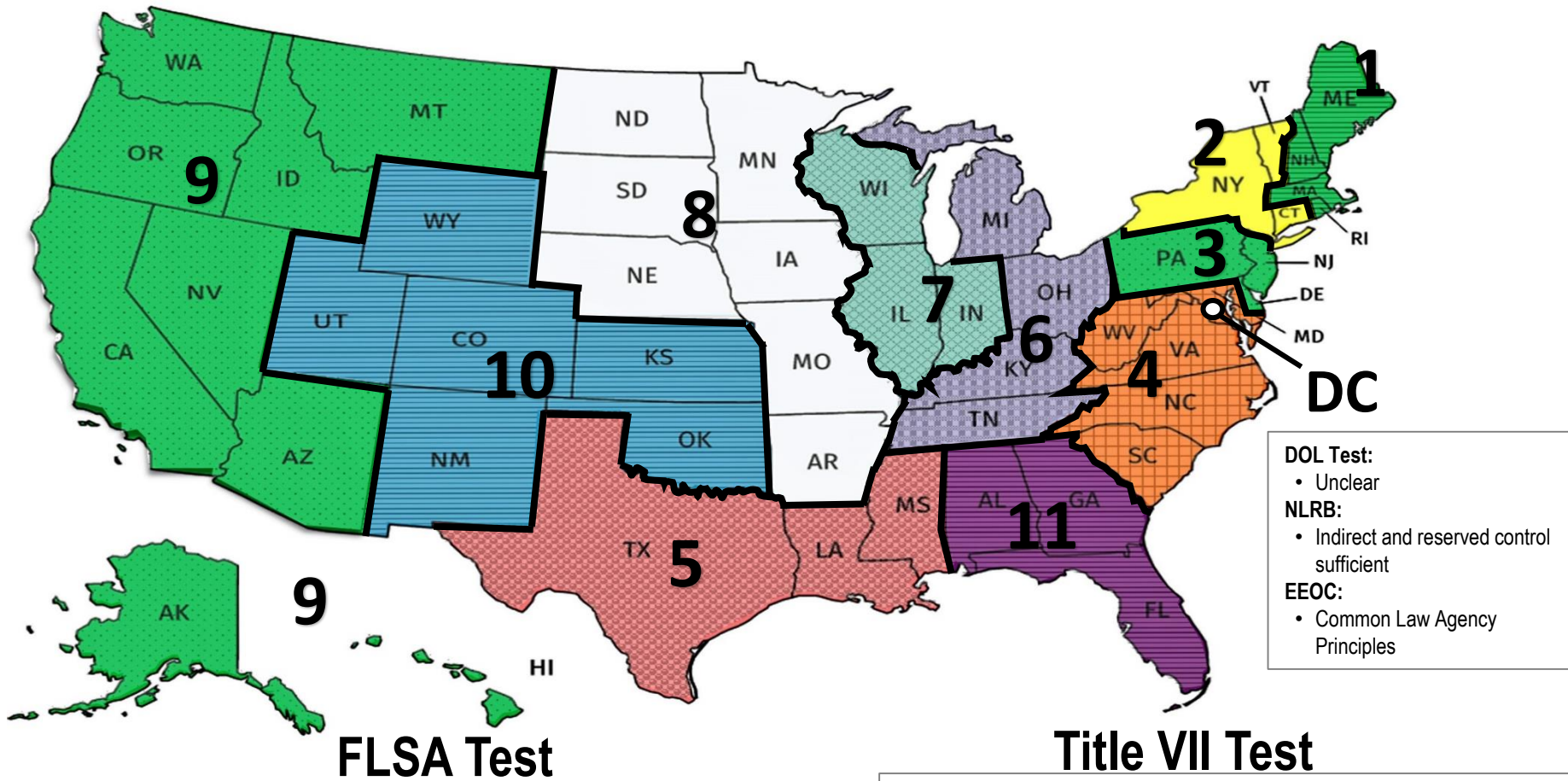


Under just 3 federal statutes, national employers will confront at least 15 different joint employment tests



	No Formal Test
	No set number of factors – Courts have identified relevant factors related to formal and functional control
	No set number of factors but sometimes use 4-factor test focused on formal control
	4-factor test
	Courts have applied a 4-factor test and a 5-factor test
	No set number of factors, courts have used various tests
	6-factor test examining functional control while sometimes using additional factors showing formal control
	6-factor test focused on whether putative employers "are not completely disassociated" with respect to worker
	8-factor hybrid test utilizing factors from formal, functional control and common law agency

	Has "single employer test" but no formal joint employment test
	Control over another's labor relations
	Co-determine terms and conditions of employment with 3 factors
	Co-determine terms and conditions of employment with no set number of factors
	5-factor test utilizing factors from formal, functional control and common law
	9-factor test utilizing factors from formal, functional control and common law
	12-factor test utilizing factors from formal, functional control and common law agency

This map is for informational purposes only and not for the purpose of providing legal advice.