

1 ENGROSSED SENATE AMENDMENT  
TO  
2 ENGROSSED HOUSE  
BILL NO. 1095  
By: Osburn of the House  
and  
Smalley of the Senate

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8 An Act relating to labor; creating the Empower  
Independent Contractors Act of 2019; providing for  
purpose of act; amending 40 O.S. 2011, Section 1-210,  
9 as amended by Section 1, Chapter 249, O.S.L. 2015 (40  
O.S. Supp. 2018, Section 1-210), which relates to  
10 employment; modifying definition; providing for  
noncodification; and providing an effective date.  
11  
12  
13

14 AMENDMENT NO. 1. Page 14, line 24, insert the following new  
language after the period at the end of the  
15 sentence:

16 "The Oklahoma Employment Security Commission shall  
17 have the exclusive authority to make a  
determination of whether an individual is an  
18 independent contractor or employee."

19 And amend the title to conform.  
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22  
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1 Passed the Senate the 11th day of April, 2019.

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3 \_\_\_\_\_  
4 Presiding Officer of the Senate

5 Passed the House of Representatives the \_\_\_\_ day of \_\_\_\_\_,  
6 2019.

7  
8 \_\_\_\_\_  
9 Presiding Officer of the House  
10 of Representatives

1 ENGROSSED HOUSE  
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7 An Act relating to labor; creating the Empower  
8 Independent Contractors Act of 2019; providing for  
9 purpose of act; amending 40 O.S. 2011, Section 1-210,  
10 as amended by Section 1, Chapter 249, O.S.L. 2015 (40  
11 O.S. Supp. 2018, Section 1-210), which relates to  
12 employment; modifying definition; providing for  
13 noncodification; and providing an effective date.

14 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

15 SECTION 1. NEW LAW A new section of law not to be  
16 codified in the Oklahoma Statutes reads as follows:

17 This act shall be known and may be cited as the "Empower  
18 Independent Contractors Act of 2019". The purpose of this act is to  
19 help employers create jobs, help individuals get back to work and  
20 out of welfare, and grow the economy.

21 SECTION 2. AMENDATORY 40 O.S. 2011, Section 1-210, as  
22 amended by Section 1, Chapter 249, O.S.L. 2015 (40 O.S. Supp. 2018,  
23 Section 1-210), is amended to read as follows:

24 Section 1-210. EMPLOYMENT.

"Employment" means:

1       (1) Any service, including service in interstate commerce,  
2 performed by:

3           (a) any officer of a corporation; or

4           (b) any individual who, under the usual common-law rules  
5 applicable in determining the employer-employee  
6 relationship, as provided in paragraph (14) of this  
7 section, has the status of an employee.

8       (2) (a) any service, including service in interstate commerce,  
9 performed by any individual other than an individual  
10 who is an employee under paragraph (1) of this section  
11 who performs services for remuneration for any person:

12           (i) as an agent-driver or commission-driver engaged  
13 in distributing meat products, vegetable  
14 products, fruit products, bakery products,  
15 beverages other than milk, or laundry or dry  
16 cleaning services, for his or her principal; or

17           (ii) as a traveling or city salesperson, other than as  
18 an agent-driver or commission-driver, engaged  
19 upon a full-time basis in the solicitation on  
20 behalf of, and the transmission to, his or her  
21 principal, except for sideline sales activities  
22 on behalf of some other person, of orders from  
23 wholesalers, retailers, contractors, or operators  
24 of hotels, restaurants or other similar

1 establishments for merchandise for resale or  
2 supplies for use in their business operations;

3 (b) provided, the term "employment" shall include services  
4 described in divisions (i) and (ii) of subparagraph  
5 (a) of this paragraph if:

6 (i) the contract of service contemplates that  
7 substantially all of the services are to be  
8 performed personally by such individual;

9 (ii) the individual does not have a substantial  
10 investment in facilities used in connection with  
11 the performance of the services, other than in  
12 facilities for transportation; and

13 (iii) the services are not in the nature of a single  
14 transaction that is not part of a continuing  
15 relationship with the person for whom the  
16 services are performed.

17 (3) Service performed in the employ of this state or any of its  
18 instrumentalities or any political subdivision thereof or any of its  
19 instrumentalities or any instrumentality of more than one of the  
20 foregoing or any instrumentality of any of the foregoing and one or  
21 more other states or political subdivisions; provided, that such  
22 service is excluded from "employment" as defined in the Federal  
23 Unemployment Tax Act, 26 U.S.C., Section 3306(c)(7), and is not  
24 excluded from "employment" under paragraph (7) of this section.

1       (4) Service performed by an individual in the employ of a  
2 community chest, fund, foundation or corporation, organized and  
3 operated exclusively for religious, charitable, scientific, testing  
4 for public safety, literary or educational purposes, or for the  
5 prevention of cruelty to children or animals, no part of the net  
6 earnings of which inures to the benefit of any private shareholder  
7 or individual, no substantial part of the activities of which is  
8 carrying on propaganda, or otherwise attempting to influence  
9 legislation and which does not participate in, or intervene in,  
10 including the publishing or distributing of statements, any  
11 political campaign on behalf of any candidate for public office;  
12 provided that such organization had four or more individuals in  
13 employment for some portion of a day in each of twenty (20)  
14 different weeks, whether or not such weeks were consecutive, within  
15 either the calendar year or preceding calendar year, regardless of  
16 whether they were employed at the same moment of time.

17       (5) Service performed by an individual in agricultural labor as  
18 defined in subparagraph (a) of paragraph (15) of this section when:

19           (a) the service is performed for a person who:

20                   (i) during any calendar quarter in either the  
21                   calendar year or the preceding calendar year,  
22                   paid remuneration in cash of Twenty Thousand  
23                   Dollars (\$20,000.00) or more to individuals  
24                   employed in agricultural labor; or

1 (ii) for some portion of a day in each of twenty (20)  
2 different calendar weeks, whether or not the  
3 weeks were consecutive, in either the calendar  
4 year or the preceding calendar year, employed in  
5 agricultural labor ten or more individuals,  
6 regardless of whether they were employed at the  
7 same moment of time.

8 (b) for the purposes of this paragraph any individual who  
9 is a member of a crew furnished by a crew leader to  
10 perform service in agricultural labor for any other  
11 person shall be treated as an employee of the crew  
12 leader:

13 (i) if the crew leader holds a valid certificate of  
14 registration under the Farm Labor Contractor  
15 Registration Act of 1963, Public Law 95-562, 29  
16 U.S.C., Sections 1801 through 1872; or  
17 substantially all the members of the crew operate  
18 or maintain tractors, mechanized harvesting or  
19 crop-dusting equipment, or any other mechanized  
20 equipment, which is provided by the crew leader;  
21 and

22 (ii) if the individual is not an employee of the other  
23 person within the meaning of paragraph (1) of  
24

1                   this section or subparagraph (d) of this  
2                   paragraph.

3           (c)   for the purposes of this paragraph, in the case of any  
4               individual who is furnished by a crew leader to  
5               perform service in agricultural labor for any other  
6               person and who is not treated as an employee of the  
7               crew leader under subparagraph (b) of this paragraph:

8               (i)   the other person and not the crew leader shall be  
9               treated as the employer of the individual; and

10              (ii) the other person shall be treated as having paid  
11               cash remuneration to the individual in an amount  
12               equal to the amount of cash remuneration paid to  
13               the individual by the crew leader, either on his  
14               or her own behalf or on behalf of the other  
15               person, for the service in agricultural labor  
16               performed for the other person.

17           (d)   for the purposes of this paragraph, the term "crew  
18               leader" means an individual who:

19               (i)   furnishes individuals to perform service in  
20               agricultural labor for any other person;

21              (ii) pays, either on his or her own behalf or on  
22               behalf of another person, the individuals so  
23               furnished by the crew leader for the service in  
24               agricultural labor performed by them; and

1 (iii) has not entered into a written agreement with the  
2 other person (farm operator) under which the  
3 individual is designated as an employee of the  
4 other person.

5 (6) The term "employment" shall include domestic service in a  
6 private home, local college club or local chapter of a college  
7 fraternity or sorority performed for a person or entity who paid  
8 cash remuneration of One Thousand Dollars (\$1,000.00) or more to  
9 individuals employed in domestic service in any calendar quarter in  
10 the calendar year or the preceding calendar year.

11 (7) For the purposes of paragraphs (3) and (4) of this section  
12 the term "employment" does not apply to service performed:

13 (a) in the employ of:

14 (i) a church or convention or association of  
15 churches;

16 (ii) an organization which is operated primarily for  
17 religious purposes and which is operated,  
18 supervised, controlled, or principally supported  
19 by a church or convention or association of  
20 churches; or

21 (iii) an elementary or secondary school which is  
22 operated primarily for religious purposes, which  
23 is described in 26 U.S.C., Section 501(c)(3), and  
24

1                   which is exempt from tax under 26 U.S.C., Section  
2                   501(a);

3           (b) by a duly ordained, commissioned or licensed minister  
4               of a church in the exercise of his or her ministry or  
5               by a member of a religious order in the exercise of  
6               duties required by the order;

7           (c) in the employ of a governmental entity referred to in  
8               paragraph (3) of this section if the service is  
9               performed by an individual in the exercise of duties:

10           (i) as an elected official;

11           (ii) as a member of a legislative body, or a member of  
12               the judiciary of a state or political  
13               subdivision;

14           (iii) as a member of the State National Guard or Air  
15               National Guard;

16           (iv) as an employee serving on a temporary basis in  
17               case of fire, storm, snow, earthquake, flood or  
18               similar emergency;

19           (v) in a position which, under or pursuant to the  
20               laws of this state, is designated as a major  
21               nontenured policymaking or advisory position, or  
22               a policymaking or advisory position the  
23               performance of the duties of which ordinarily  
24

1 does not require more than eight (8) hours per  
2 week;

3 (vi) as an election official or election worker if the  
4 amount of remuneration received by the individual  
5 during the calendar year for services as an  
6 election official or election worker is less than  
7 One Thousand Dollars (\$1,000.00);

8 (d) by an individual who is participating or enrolled in a  
9 program of an organization that provides  
10 rehabilitation through work for individuals whose  
11 earning capacity is impaired by age, physical or  
12 mental deficiency, or injury, or a program of an  
13 organization that provides work for individuals who,  
14 because of their impaired mental or physical capacity  
15 cannot be readily absorbed into the competitive labor  
16 market; provided that the services are performed by a  
17 program participant on real property owned or leased  
18 directly by the organization or by a program  
19 participant working under a special certificate issued  
20 by the U.S. Secretary of Labor pursuant to 29 U.S.C.,  
21 Section 214(c) and 29 C.F.R., Section 525.1 et seq.;

22 (e) as part of an unemployment work-relief or work-  
23 training program assisted or financed in whole or in  
24 part by any federal agency or an agency of a state or

1 political subdivision thereof or of an Indian tribe,  
2 by an individual receiving such work-relief or work-  
3 training; or

4 (f) by an inmate of a custodial or penal institution.

5 (8) The term "employment" shall include the service of an  
6 individual who is a citizen of the United States, performed outside  
7 the United States, except in Canada, in the employ of an American  
8 employer other than service which is deemed "employment" under the  
9 provisions of ~~paragraphs~~ paragraph (11) or (12) of this section or  
10 the parallel provisions of another state's law, if:

11 (a) the employer's principal place of business in the  
12 United States is located in this state;

13 (b) the employer has no place of business in the United  
14 States, but:

15 (i) the employer is an individual who is a resident  
16 of this state;

17 (ii) the employer is a corporation which is organized  
18 under the laws of this state; or

19 (iii) the employer is a partnership or a trust and the  
20 number of the partners or trustees who are  
21 residents of this state is greater than the  
22 number who are residents of any one other state;

23 (c) none of the criteria of subparagraphs (a) and (b) of  
24 this paragraph are met but the employer has elected

1 coverage in this state or, the employer having failed  
2 to elect coverage in any state, the individual has  
3 filed a claim for benefits, based on such service,  
4 under the ~~law~~ laws of this state;

5 (d) an "American employer", for purposes of this  
6 subsection, means a person who is:

7 (i) an individual who is a resident of the United  
8 States;

9 (ii) a partnership if two-thirds (2/3) or more of the  
10 partners are residents of the United States;

11 (iii) a trust, if all of the trustees are residents of  
12 the United States; or

13 (iv) a corporation organized under the laws of the  
14 United States or of any state; and

15 (e) the term "United States", for the purposes of this  
16 subsection, includes the states, the District of  
17 Columbia, the Commonwealth of Puerto Rico and the  
18 Virgin Islands.

19 (9) Notwithstanding paragraph (11) of this section, all service  
20 performed by an officer or member of the crew of an American vessel  
21 on or in connection with the vessel, if the operating office, from  
22 which the operations of the vessel operating on navigable waters  
23 within, or within and without, the United States are ordinarily and  
24

1 regularly supervised, managed, directed and controlled is within  
2 this state.

3 (10) Notwithstanding any other provisions of the Employment  
4 Security Act of 1980, "employment":

5 (a) includes any service with respect to which a tax is  
6 required to be paid under any federal law imposing a  
7 tax against which credit may be taken for  
8 contributions required to be paid into a state  
9 unemployment fund; and

10 (b) includes any service which is required to be  
11 "employment" for full tax credit to be allowed against  
12 the tax imposed by the Federal Unemployment Tax Act of  
13 1954, Public Law 591, Chapter 736, as amended, 26  
14 U.S.C., Section 3301 et seq.

15 (11) The term "employment" shall include an individual's entire  
16 service, performed within or both within and without this state if:

17 (a) the service is localized in this state; or

18 (b) the service is not localized in any state but some of  
19 the service is performed in this state and:

20 (i) the individual's base of operations, or, if there  
21 is no base of operations, then the place from  
22 which the individual's employment is directed or  
23 controlled is in this state; or  
24

1 (ii) the individual's base of operations or place from  
2 which the service is directed or controlled is  
3 not in any state in which some part of the  
4 service is performed but the individual's  
5 residence is in this state.

6 (12) (a) Services covered by an election pursuant to Section 3-  
7 203 of this title; and

8 (b) services covered by an arrangement pursuant to Section  
9 4-701 et seq. of this title between the Oklahoma  
10 Employment Security Commission and the agency charged  
11 with the administration of any other state or federal  
12 unemployment compensation law, pursuant to which all  
13 services performed by an individual for an employing  
14 unit are deemed to be performed entirely within this  
15 state,

16 shall be deemed to be employment if the Commission has approved an  
17 election of the employing unit for whom such services are performed,  
18 pursuant to which the entire service of such individual during the  
19 period covered by such election is deemed to be insured work.

20 (13) Service shall be deemed to be localized within a state if:

21 (a) the service is performed entirely within such state;  
22 or

23 (b) the service is performed both within and without such  
24 state, but the service performed without such state is

1 incidental to the individual's service within the  
2 state; for example, is temporary or transitory in  
3 nature or consists of isolated transactions.

4 (14) Notwithstanding any other provision of this subsection,  
5 services performed by an individual for wages ~~or under any contract~~  
6 ~~of hire~~ shall be deemed to be employment subject to the Employment  
7 Security Act of 1980 ~~unless and until it is shown to the~~  
8 ~~satisfaction of the Commission that:~~

9 ~~(a) such individual has been and will continue to be free~~  
10 ~~from control or direction over the performance of the~~  
11 ~~services, both under the contract of hire and in fact;~~  
12 ~~and~~

13 ~~(b) such individual is customarily engaged in an~~  
14 ~~independently established business; or~~

15 ~~(c) such service is outside the usual course of the~~  
16 ~~business for which the service is performed and that~~  
17 ~~the service is performed outside of all the places of~~  
18 ~~business of the enterprise for which the service is~~  
19 ~~performed~~ if the services are performed by the  
20 individual in an employer-employee relationship with  
21 the employer using the 20-factor test used by the  
22 Internal Revenue Service of the United States  
23 Department of Treasury in Revenue Ruling 87-41, 1987-1  
24 C.B. 296.

1 (15) The term "employment" shall not include:

2 (a) services performed by an individual in agricultural  
3 labor, except as provided under paragraph (5) of this  
4 section. Services performed by an individual who is a  
5 nonresident alien admitted to the United States to  
6 perform agricultural labor, pursuant to 8 U.S.C.,  
7 Sections 1101(a), 1184(c) and 1188. For purposes of  
8 this subparagraph, the term "agricultural labor" means  
9 remunerated service performed in agricultural labor as  
10 defined in the Federal Unemployment Tax Act, 26  
11 U.S.C., Section 3306(k);

12 (b) domestic service, except as provided under paragraph  
13 (6) of this section, in a private home, local college  
14 club, or local chapter of a college fraternity or  
15 sorority;

16 (c) service performed by an individual in the employ of  
17 his or her son, daughter, or spouse, and service  
18 performed by a child under the age of twenty-one (21)  
19 in the employ of his or her father or mother, or both  
20 father and mother;

21 (d) service performed in the employ of the United States  
22 government or an instrumentality of the United States  
23 exempt under the Constitution of the United States  
24 from the contributions imposed by the Employment

1 Security Act of 1980, except that to the extent that  
2 the Congress of the United States shall permit states  
3 to require any instrumentalities of the United States  
4 to make payments into an unemployment fund under a  
5 state unemployment compensation law, all of the  
6 provisions of the Employment Security Act of 1980  
7 shall be applicable to such instrumentalities, and to  
8 services performed for such instrumentalities, in the  
9 same manner, to the same extent, and on the same terms  
10 as to all other employers, employing units,  
11 individuals and services; provided that if this state  
12 shall not be certified for any year by the Secretary  
13 of Labor of the United States under the Federal  
14 Internal Revenue Code, 26 U.S.C., Section 3304(c), the  
15 payments required of such instrumentalities with  
16 respect to the year shall be refunded by the  
17 Commission from the fund in the same manner and within  
18 the same period as is provided in Section 3-304 of  
19 this title with respect to contributions erroneously  
20 collected;

21 (e) service with respect to which unemployment  
22 compensation is payable under an unemployment  
23 compensation system established by an act of Congress;  
24

- 1 (f) service performed in the employ of a foreign  
2 government, including service as a consul or other  
3 officer or employee or a nondiplomatic representative;
- 4 (g) service performed in the employ of an instrumentality  
5 wholly owned by a foreign government:
- 6 (i) if the service is of a character similar to that  
7 performed in foreign countries by employees of  
8 the United States government or of an  
9 instrumentality thereof, and
- 10 (ii) if the Commission finds that the United States  
11 Secretary of State has certified to the United  
12 States Secretary of the Treasury that the foreign  
13 government, with respect to whose instrumentality  
14 exemption is claimed, grants an equivalent  
15 exemption with respect to similar service  
16 performed in the foreign country by employees of  
17 the United States government and of  
18 instrumentalities thereof;
- 19 (h) service covered by an arrangement between the  
20 Commission and the agency charged with the  
21 administration of any other state or federal  
22 unemployment compensation law pursuant to which all  
23 services performed by an individual for an employing  
24 unit during the period covered by such employing

1 unit's duly approved election, are deemed to be  
2 performed entirely within the jurisdiction of such  
3 other state or federal agency;

4 (i) service performed as a student nurse in the employ of  
5 a hospital or a nurses' training school by an  
6 individual who is enrolled and is regularly attending  
7 classes in a nurses' training school chartered or  
8 approved pursuant to state law; and service performed  
9 as an intern in the employ of a hospital by an  
10 individual who has completed a four-year course in a  
11 medical school chartered or approved pursuant to state  
12 law;

13 (j) service performed by an individual for a person, firm,  
14 association, trust, partnership or corporation as an  
15 insurance agent, or as an insurance solicitor or as a  
16 licensed real estate agent, if all such service  
17 performed by such individual for such person is  
18 performed for remuneration solely by way of  
19 commissions or fees;

20 (k) service performed by an individual under the age of  
21 eighteen (18) in the delivery and distribution of  
22 newspapers or shopping news, not including delivery or  
23 distribution to any point for subsequent delivery or  
24 distribution, and services performed by an individual

1           eighteen (18) years of age or older who meets the  
2           definition of a "direct seller" as defined in 26  
3           U.S.C., Section 3508(b) (2), that states in pertinent  
4           part:

5           (i)   the individual must be engaged in the delivery or  
6               distribution of newspapers or shopping news,  
7               including any services directly related to such  
8               trade or business,

9           (ii)  substantially all the remuneration, whether or  
10           not paid in cash, for the performance of the  
11           services described in ~~clause (i) of this~~  
12           subdivision (i) is directly related to sales or  
13           other output, including the performance of  
14           services, rather than the number of hours worked,  
15           and

16           (iii) the services performed by the individual are  
17               performed pursuant to a written contract between  
18               the person and the person for whom the services  
19               are performed and the contract provides that the  
20               person will not be treated as an employee with  
21               respect to the services;

22           (1)  service performed in the employ of a school, college  
23               or university, if the service is performed:

1           (i) by a student who is enrolled and is regularly  
2           attending classes at the school, college, or  
3           university, or

4           (ii) by the spouse of the student, if the spouse is  
5           advised, at the time the spouse commences to  
6           perform the service, that:

7               (I) the employment of the spouse to perform the  
8               service is provided under a program to  
9               provide financial assistance to the student  
10              by the school, college, or university, and

11              (II) the employment will not be covered by any  
12              program of unemployment insurance;

13           (m) service performed by an individual who is enrolled at  
14           a nonprofit or public educational institution which  
15           normally maintains a regular faculty and curriculum  
16           and normally has a regularly organized body of  
17           students in attendance at the place where its  
18           educational activities are carried on as a student in  
19           a full-time program, taken for credit at the  
20           institution, which combines academic instruction with  
21           work experience, if the service is an integral part of  
22           the program, and the institution has so certified to  
23           the employer, except that this provision shall not  
24

- 1           apply to service performed in a program established  
2           for or on behalf of an employer or group of employers;
- 3       (n)   service performed in the employ of a hospital, if the  
4           service is performed by a patient of the hospital;
- 5       (o)   services performed by cooperative extension personnel  
6           holding federal appointments employed by state  
7           institutions of higher learning;
- 8       (p)   earnings of employees being paid by state warrants who  
9           are presently covered by the Federal Unemployment  
10          Compensation Act, 5 U.S.C., Section 8501 et seq., by  
11          virtue of their federal status;
- 12       (q)   cosmetology services performed by an individual in a  
13          beauty shop, as defined by Section 199.1 of Title 59  
14          of the Oklahoma Statutes, pursuant to an agreement  
15          whereby the owner of the beauty shop leases or rents  
16          facilities for cosmetology to such individual;
- 17       (r)   barbering services performed by an individual in a  
18          barber shop, as defined by Section 61.5 of Title 59 of  
19          the Oklahoma Statutes, pursuant to an agreement  
20          whereby the owner of the barber shop leases or rents  
21          facilities for barbering to such individual;
- 22       (s)   services performed as a participant in a work or  
23          training program administered by the Department of  
24          Human Services;

- 1 (t) riding services performed by a jockey and services  
2 performed by a trainer of race horses in preparation  
3 for and during an approved race meeting licensed by  
4 the Oklahoma Horse Racing Commission;
- 5 (u) service performed by an individual whose remuneration  
6 consists solely of commissions, overrides, bonuses,  
7 and differentials related to sales or other output  
8 derived from in-person sales to, or solicitation of  
9 orders from, ultimate consumers primarily in the home,  
10 or otherwise than in a permanent retail establishment;
- 11 (v) service performed by a person, commonly referred to as  
12 "owner-operator", who owns or leases a truck-tractor  
13 or truck for hire, provided the owner-operator  
14 actually operates the truck-tractor or truck and,  
15 further, that the entity contracting with the owner-  
16 operator is not the lessor of the truck-tractor or  
17 truck;
- 18 (w) services performed as a chopper of cotton who weeds or  
19 thins cotton crops by hand or hoe. This subsection  
20 shall be interpreted and applied consistently with the  
21 Federal Unemployment Tax Act, 26 U.S.C., Sections  
22 3304(a)(6)(A) and 3306(k);
- 23 (x) services performed for a private for-profit person or  
24 entity by an individual as a landman:

1 (i) if the individual is engaged primarily in  
2 negotiating for the acquisition or divestiture of  
3 mineral rights or negotiating business agreements  
4 that provide for the exploration for or  
5 development of minerals,

6 (ii) if substantially all remuneration paid in cash or  
7 otherwise for the performance of the services is  
8 directly related to the completion by the  
9 individual of the specific tasks contracted for  
10 rather than to the number of hours worked by the  
11 individual, and

12 (iii) if the services performed by the individual are  
13 performed under a written contract between the  
14 individual and the person for whom the services  
15 are performed; provided that the individual is to  
16 be treated as an independent contractor and not  
17 as an employee with respect to the services  
18 provided under the contract; or

19 (y) services performed by persons working under an AmeriCorps  
20 grant from the Corporation for National Service made pursuant to the  
21 National and Community Service Act of 1990 (NCSA) codified at 42  
22 U.S.C., Section 12501, et seq.

23 SECTION 3. This act shall become effective January 1, 2020.  
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1 Passed the House of Representatives the 11th day of March, 2019.

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3 \_\_\_\_\_  
4 Presiding Officer of the House  
of Representatives

5 Passed the Senate the \_\_\_\_ day of \_\_\_\_\_, 2019.

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7  
8 \_\_\_\_\_  
Presiding Officer of the Senate