

Bill Summary
1st Session of the 59th Legislature

Bill No.:	SB 31
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Author:	Sen. Bergstrom
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Bill Analysis

SB 31 creates the Uniform Worker Classification Act. The measure clarifies and defines “independent contractor.” An independent contractor is defined by the measure as a person who signs a written contract with the principal that states the principal’s intent to retain the services of the person as an independent contractor and contains acknowledgements that the person understands he or she shall not be retained as an employee along with the benefits and responsibilities of an employee. An independent contractor must also demonstrate his or her intent to file an income tax return with the Internal Revenue Service (IRS) for a business or for earnings from self-employment and must retain the right to control the manner and means by which the work is to be accomplished. Contractors may not be required to perform additional services without a new or modified contract and must obtain a license or other permission from the principal to utilize any workspace of the principal. Contractors must maintain and bear the costs of any required business licenses, insurance, certifications, or permits required to perform the services. Persons who do not meet the requirements listed above shall be classified as employees.

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