REFERENCE TITLE: employer sanctions.

State of Arizona Senate Forty-eighth Legislature Second Regular Session 2008

SB 1374

Introduced by Senator Burns

AN ACT

AMENDING SECTIONS 13-2008, 13-2010, 23-211, 23-212 AND 23-214, ARIZONA REVISED STATUTES; AMENDING TITLE 23, CHAPTER 2, ARTICLE 2, ARIZONA REVISED STATUTES, BY ADDING SECTION 23-215; AMENDING TITLE 41, CHAPTER 6, ARIZONA REVISED STATUTES, BY ADDING ARTICLE 7.2; RELATING TO EMPLOYMENT OF UNAUTHORIZED ALIENS.

(TEXT OF BILL BEGINS ON NEXT PAGE)

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Be it enacted by the Legislature of the State of Arizona: Section 1. Section 13-2008, Arizona Revised Statutes, is amended to read:

13-2008. <u>Taking identity of another person or entity:</u> classification: definition

- A. A person commits taking the identity of another person or entity if the person knowingly takes, purchases, manufactures, records, possesses or uses any personal identifying information or entity identifying information of another person or entity, including a real or fictitious person or entity, without the consent of that other person or entity, with the intent to obtain or use the other person's or entity's identity for any unlawful purpose or to cause loss to a person or entity whether or not the person or entity actually suffers any economic loss as a result of the offense, OR WITH THE INTENT TO OBTAIN OR CONTINUE EMPLOYMENT.
- B. EXCEPT AS PROVIDED IN SUBSECTION E, A PERSON COMMITS TAKING THE IDENTITY OF ANOTHER PERSON IF THE PERSON KNOWINGLY POSSESSES OR USES FOR ANY PURPOSE IDENTIFICATION THAT PURPORTS TO HAVE BEEN ISSUED BY A GOVERNMENT AGENCY AND THE PERSON KNEW OR SHOULD HAVE KNOWN THAT THE GOVERNMENT AGENCY DID NOT OR WOULD NOT HAVE AUTHORIZED THE ISSUANCE OF THE IDENTIFICATION.
- B. C. On the request of a person or entity, a peace officer in any jurisdiction in which an element of the offense is committed, a result of the offense occurs or the person or entity whose identity is taken resides or is located shall take a report. The peace officer may provide a copy of the report to any other law enforcement agency that is located in a jurisdiction in which a violation of this section occurred.
- c. D. If a defendant is alleged to have committed multiple violations of this section within the same county, the prosecutor may file a complaint charging all of the violations and any related charges under other sections that have not been previously filed in any precinct in which a violation is alleged to have occurred. If a defendant is alleged to have committed multiple violations of this section within the state, the prosecutor may file a complaint charging all of the violations and any related charges under other sections that have not been previously filed in any county in which a violation is alleged to have occurred.
- D. E. This section does not apply to a violation of section 4-241 by a person who is under twenty-one years of age. IT IS A DEFENSE TO A PROSECUTION UNDER SUBSECTION B IF THE PERSON WAS TWENTY YEARS OF AGE OR YOUNGER AT THE TIME OF THE COMMISSION OF THE OFFENSE AND THE PERSON POSSESSED IDENTIFICATION PURPORTING TO HAVE BEEN ISSUED BY A GOVERNMENT AGENCY IF THE POSSESSION WAS SOLELY FOR THE PURPOSE OF COMMITTING A VIOLATION OF SECTION 4-241.
- E. F. Taking the identity of another person or entity OR KNOWINGLY ACCEPTING THE IDENTITY OF ANOTHER PERSON is a class 4 felony.

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G. FOR THE PURPOSES OF THIS SECTION, "GOVERNMENT AGENCY" INCLUDES ANY AGENCY OR ADMINISTRATIVE ENTITY OF THE UNITED STATES, ANY NATION, ANY STATE OR ANY POLITICAL SUBDIVISION OF THE UNITED STATES, ANY NATION OR ANY STATE.
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Sec. 2. Section 13-2010, Arizona Revised Statutes, is amended to read: 13-2010. <u>Trafficking in the identity of another person or entity: classification</u>

- A. A person commits trafficking in the identity of another person or entity if the person knowingly sells, transfers or transmits any personal identifying information or entity identifying information of another person or entity, including a real or fictitious person or entity, without the consent of the other person or entity for any unlawful purpose or to cause loss to the person or entity whether or not the other person or entity actually suffers any economic loss, OR ALLOWING ANOTHER PERSON TO OBTAIN OR CONTINUE EMPLOYMENT.
- B. This section does not apply to a violation of section 4-241 by a person who is under twenty-one years of age.
- C. Trafficking in the identity of another person or entity is a class 2 felony.
 - Sec. 3. Section 23-211, Arizona Revised Statutes, is amended to read: 23-211. <u>Definitions</u>

In this article, unless the context otherwise requires:

- 1. "Agency" means any agency, department, board or commission of this state or a county, city or town that issues a license for purposes of operating a business in this state.
 - 3. "Employee":
- (a) Means any person who performs employment PROVIDES services OR LABOR for an employer pursuant to an employment relationship between the employee and employer IN THIS STATE FOR WAGES OR OTHER REMUNERATION.
 - (b) DOES NOT INCLUDE AN INDEPENDENT CONTRACTOR.
- 4. 3. "Employer" means any individual or type of organization that transacts business in this state, that WHETHER OR NOT THE INDIVIDUAL OR ORGANIZATION has a license issued by an agency in this state, and that employs one or more individuals who perform employment services EMPLOYEES in this state. Employer includes this state, any political subdivision of this state and self-employed persons. IN THE CASE OF AN INDEPENDENT CONTRACTOR, EMPLOYER MEANS THE INDEPENDENT CONTRACTOR AND DOES NOT MEAN THE PERSON OR ORGANIZATION THAT USES THE CONTRACT LABOR.
- 2. 4. "Basic pilot E-VERIFY program" means the basic employment verification pilot program as jointly administered by the United States department of homeland security and the social security administration or ANY OF its successor program PROGRAMS.
- 5. "INDEPENDENT CONTRACTOR" MEANS ANY INDIVIDUAL OR ENTITY THAT CARRIES ON AN INDEPENDENT BUSINESS, THAT CONTRACTS TO DO A PIECE OF WORK ACCORDING TO THE INDIVIDUAL'S OR ENTITY'S OWN MEANS AND METHODS AND THAT IS SUBJECT TO CONTROL ONLY AS TO RESULTS. WHETHER AN INDIVIDUAL OR ENTITY IS AN

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 INDEPENDENT CONTRACTOR IS DETERMINED ON A CASE-BY-CASE BASIS THROUGH VARIOUS FACTORS, INCLUDING WHETHER THE INDIVIDUAL OR ENTITY:

- (a) SUPPLIES THE TOOLS OR MATERIALS.
- (b) MAKES SERVICES AVAILABLE TO THE GENERAL PUBLIC.
- (c) WORKS FOR A NUMBER OF CLIENTS AT THE SAME TIME.
- (d) HAS AN OPPORTUNITY FOR PROFIT OR LOSS AS A RESULT OF LABOR OR SERVICE PROVIDED.
 - (e) INVESTS IN THE FACILITIES FOR WORK.
 - (f) DIRECTS THE ORDER OR SEQUENCE IN WHICH THE WORK IS COMPLETED.
 - (g) DETERMINES THE HOURS WHEN THE WORK IS COMPLETED.
- 5. 6. "Intentionally" has the same meaning prescribed in section 13-105.
- 6. 7. "Knowingly employ an unauthorized alien" means the actions described in 8 United States Code section 1324a. This term shall be interpreted consistently with 8 United States Code section 1324a and any applicable federal rules and regulations.
 - 7. 8. "License":
- (a) Means any agency permit, certificate, approval, registration, charter or similar form of authorization that is required by law and that is issued by any agency for the purposes of operating a business in this state.
 - (b) Includes:
 - (i) Articles of incorporation under title 10.
- (ii) A certificate of partnership, a partnership registration or articles of organization under title 29.
 - (iii) A grant of authority issued under title 10, chapter 15.
 - (iv) Any transaction privilege tax license.
 - (c) Does not include:
- (i) Any license issued pursuant to title 45 or 49 or rules adopted pursuant to those titles.
 - (ii) Any professional license.
- 8. 9. "Unauthorized alien" means an alien who does not have the legal right or authorization under federal law to work in the United States as described in 8 United States Code section 1324a(h)(3).
 - Sec. 4. Section 23-212, Arizona Revised Statutes, is amended to read:
 - 23-212. Employment of unauthorized aliens; prohibition; false and frivolous complaints; violation; classification; license suspension and revocation; affirmative defense
- A. An employer shall not intentionally employ an unauthorized alien or knowingly employ an unauthorized alien. AN EMPLOYER VIOLATES THIS SUBSECTION IF THE EMPLOYER USES A CONTRACT OR SUBCONTRACT TO OBTAIN THE LABOR OF AN ALIEN IN THIS STATE KNOWING THAT THE ALIEN IS AN UNAUTHORIZED ALIEN WITH RESPECT TO PERFORMING THE LABOR.
- B. THE ATTORNEY GENERAL SHALL PRESCRIBE A COMPLAINT FORM FOR A PERSON TO ALLEGE A VIOLATION OF SUBSECTION A. THE COMPLAINANT SHALL NOT BE REQUIRED

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TO LIST THE COMPLAINANT'S SOCIAL SECURITY NUMBER ON THE COMPLAINT FORM OR TO HAVE THE COMPLAINT FORM NOTARIZED. On receipt of a complaint ON A PRESCRIBED COMPLAINT FORM that an employer allegedly intentionally employs unauthorized alien or knowingly employs an unauthorized alien, the attorney general or county attorney shall investigate whether the employer has violated subsection A. IF A COMPLAINT IS RECEIVED BUT IS NOT SUBMITTED ON A PRESCRIBED COMPLAINT FORM, THE ATTORNEY GENERAL OR COUNTY ATTORNEY MAY INVESTIGATE WHETHER THE EMPLOYER HAS VIOLATED SUBSECTION A. THIS SUBSECTION SHALL NOT BE CONSTRUED TO PROHIBIT THE FILING OF ANONYMOUS COMPLAINTS THAT ARE NOT SUBMITTED ON A PRESCRIBED COMPLAINT FORM. THE ATTORNEY GENERAL OR COUNTY ATTORNEY SHALL NOT INVESTIGATE COMPLAINTS THAT ARE BASED SOLELY ON RACE, COLOR OR NATIONAL ORIGIN. A COMPLAINT THAT IS SUBMITTED TO A COUNTY ATTORNEY SHALL BE SUBMITTED TO THE COUNTY ATTORNEY IN THE COUNTY IN WHICH THE ALLEGED UNAUTHORIZED ALIEN IS OR WAS EMPLOYED. THE COUNTY SHERIFF OR ANY OTHER LOCAL LAW ENFORCEMENT AGENCY MAY ASSIST IN INVESTIGATING A COMPLAINT. When investigating a complaint, the attorney general or county attorney shall verify the work authorization of the alleged unauthorized alien with the federal government pursuant to 8 United States Code section 1373(c). state, county or local official shall not attempt to independently make a final determination on whether an alien is authorized to work in the United States. An alien's immigration status or work authorization status shall be verified with the federal government pursuant to 8 United States Code section 1373(c). A person who knowingly files a false and frivolous complaint under this subsection is guilty of a class 3 misdemeanor.

- C. If, after an investigation, the attorney general or county attorney determines that the complaint is not frivolous AND FALSE:
- 1. The attorney general or county attorney shall notify the United States immigration and customs enforcement of the unauthorized alien.
- 2. The attorney general or county attorney shall notify the local law enforcement agency of the unauthorized alien.
- 3. The attorney general shall notify the appropriate county attorney to bring an action pursuant to subsection D if the complaint was originally filed with the attorney general.
- D. An action for a violation of subsection A shall be brought against the employer by the county attorney in the county where the unauthorized alien employee is OR WAS employed BY THE EMPLOYER. The county attorney shall not bring an action against any employer for any violation of subsection A that occurs before January 1, 2008. A second violation of this section shall be based only on an unauthorized alien who is OR WAS employed by the employer after an action has been brought for a violation of subsection A.
- E. For any action in superior court under this section, the court shall expedite the action, including assigning the hearing at the earliest practicable date.

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- F. On a finding of a violation of subsection A:
- 1. For a first violation during a three year period that is a knowing violation of subsection A, the court:
- (a) Shall order the employer to terminate the employment of all unauthorized aliens.
- (b) Shall order the employer to be subject to a three year probationary period FOR THE BUSINESS LOCATION WHERE THE UNAUTHORIZED ALIEN PERFORMED WORK. During the probationary period the employer shall file quarterly reports IN THE FORM PROVIDED IN SECTION 23-722.01 with the county attorney of each new employee who is hired by the employer at the specific BUSINESS location where the unauthorized alien performed work.
- (c) Shall order the employer to file a signed sworn affidavit with the county attorney within three business days after the order is issued. affidavit shall state that the employer has terminated the employment of all unauthorized aliens IN THIS STATE and that the employer will intentionally or knowingly employ an unauthorized alien IN THIS STATE. court shall order the appropriate agencies to suspend all licenses subject to this subdivision that are held by the employer if the employer fails to file a signed sworn affidavit with the county attorney within three business days All licenses that are suspended under this after the order is issued. subdivision shall remain suspended until the employer files a signed sworn affidavit with the county attorney. Notwithstanding any other law, on filing of the affidavit the suspended licenses shall be reinstated immediately by the appropriate agencies. For the purposes of this subdivision, the licenses that are subject to suspension under this subdivision are all licenses that are held by the employer and that are necessary to operate the employer's business at the employer's SPECIFIC TO THE business location where the unauthorized alien performed work. If a license is not necessary to operate the employer's business at THE EMPLOYER DOES NOT HOLD A LICENSE SPECIFIC TO the specific BUSINESS location where the unauthorized alien performed work, but a license is necessary to operate the employer's business in general, the licenses that are subject to suspension under this subdivision are all licenses that are held by the employer at the employer's primary place of business. On receipt of the court's order and notwithstanding any other law, the appropriate agencies shall suspend the licenses according to the court's order. The court shall send a copy of the court's order to the attorney general and the attorney general shall maintain the copy pursuant to subsection G.
- (d) May order the appropriate agencies to suspend all licenses described in subdivision (c) of this paragraph that are held by the employer for not to exceed ten business days. The court shall base its decision to suspend under this subdivision on any evidence or information submitted to it during the action for a violation of this subsection and shall consider the following factors, if relevant:
 - (i) The number of unauthorized aliens employed by the employer.

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- (ii) Any prior misconduct by the employer.
- (iii) The degree of harm resulting from the violation.
- (iv) Whether the employer made good faith efforts to comply with any applicable requirements.
 - (v) The duration of the violation.
- (vi) The role of the directors, officers or principals of the employer in the violation.
 - (vii) Any other factors the court deems appropriate.
- 2. For a first violation during a five year period that is an intentional violation of subsection A, the court shall:
- (a) Order the employer to terminate the employment of all unauthorized aliens.
- (b) Order the employer to be subject to a five year probationary period FOR THE BUSINESS LOCATION WHERE THE UNAUTHORIZED ALIEN PERFORMED WORK. During the probationary period the employer shall file quarterly reports IN THE FORM PROVIDED IN SECTION 23-722.01 with the county attorney of each new employee who is hired by the employer at the specific BUSINESS location where the unauthorized alien performed work.
- (c) Order the appropriate agencies to suspend all licenses,—described in subdivision (d) of this paragraph that are held by the employer for a minimum of ten days. The court shall base its decision on the length of the suspension under this subdivision on any evidence or information submitted to it during the action for a violation of this subsection and shall consider the following factors, if relevant:
 - (i) The number of unauthorized aliens employed by the employer.
 - (ii) Any prior misconduct by the employer.
 - (iii) The degree of harm resulting from the violation.
- (iv) Whether the employer made good faith efforts to comply with any applicable requirements.
 - (v) The duration of the violation.
- $\mbox{(vi)}$ The role of the directors, officers or principals of the employer in the violation.
 - (vii) Any other factors the court deems appropriate.
- (d) Order the employer to file a signed sworn affidavit with the county attorney. The affidavit shall state that the employer has terminated the employment of all unauthorized aliens IN THIS STATE and that the employer will not intentionally or knowingly employ an unauthorized alien IN THIS STATE. All licenses that are suspended under this subdivision shall remain suspended until the employer files a signed sworn affidavit with the county attorney. For the purposes of this subdivision, the licenses that are subject to suspension under this subdivision are all licenses that are held by the employer and that are necessary to operate the employer's business at the employer's SPECIFIC TO THE business location where the unauthorized alien performed work. If a license is not necessary to operate the employer's business at THE EMPLOYER DOES NOT HOLD A LICENSE SPECIFIC TO the specific

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BUSINESS location where the unauthorized alien performed work, but a license is necessary to operate the employer's business in general, the licenses that are subject to suspension under this subdivision are all licenses that are held by the employer at the employer's primary place of business. On receipt of the court's order and notwithstanding any other law, the appropriate agencies shall suspend the licenses according to the court's order. The court shall send a copy of the court's order to the attorney general and the attorney general shall maintain the copy pursuant to subsection G.

- 3. For a second violation of subsection A during the period of probation, the court shall order the appropriate agencies to permanently revoke all licenses that are held by the employer and that are necessary to operate the employer's business at the employer's SPECIFIC TO THE business location where the unauthorized alien performed work. If a license is not necessary to operate the employer's business at THE EMPLOYER DOES NOT HOLD A LICENSE SPECIFIC TO the specific BUSINESS location where the unauthorized alien performed work, but a license is necessary to operate the employer's business in general, the court shall order the appropriate agencies to permanently revoke all licenses that are held by the employer at the employer's primary place of business. On receipt of the order and notwithstanding any other law, the appropriate agencies shall immediately revoke the licenses.
 - 4. THE VIOLATION SHALL BE CONSIDERED:
- (a) A FIRST VIOLATION BY AN EMPLOYER AT A BUSINESS LOCATION IF THE VIOLATION DID NOT OCCUR DURING A PROBATIONARY PERIOD ORDERED BY THE COURT UNDER THIS SUBSECTION FOR THAT EMPLOYER'S BUSINESS LOCATION.
- (b) A SECOND VIOLATION BY AN EMPLOYER AT A BUSINESS LOCATION IF THE VIOLATION OCCURRED DURING A PROBATIONARY PERIOD ORDERED BY THE COURT UNDER THIS SUBSECTION FOR THAT EMPLOYER'S BUSINESS LOCATION.
- G. The attorney general shall maintain copies of court orders that are received pursuant to subsection F and shall maintain a database of the employers AND BUSINESS LOCATIONS who have a first violation of subsection A and make the court orders available on the attorney general's website.
- H. On determining whether an employee is an unauthorized alien, the court shall consider only the federal government's determination pursuant to 8 United States Code section 1373(c). The federal government's determination creates a rebuttable presumption of the employee's lawful status. The court may take judicial notice of the federal government's determination and may request the federal government to provide automated or testimonial verification pursuant to 8 United States Code section 1373(c).
- I. For the purposes of this section, proof of verifying the employment authorization of an employee through the basic pilot E-VERIFY program creates a rebuttable presumption that an employer did not intentionally employ an unauthorized alien or knowingly employ an unauthorized alien.
- J. For the purposes of this section, an employer who establishes that it has complied in good faith with the requirements of 8 United States Code

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section 1324a(b) establishes an affirmative defense that the employer did not intentionally or knowingly employ an unauthorized alien. AN EMPLOYER IS CONSIDERED TO HAVE COMPLIED WITH THE REQUIREMENTS OF 8 UNITED STATES CODE SECTION 1324a(b), NOTWITHSTANDING AN ISOLATED, SPORADIC OR ACCIDENTAL TECHNICAL OR PROCEDURAL FAILURE TO MEET THE REQUIREMENTS, IF THERE IS A GOOD FAITH ATTEMPT TO COMPLY WITH THE REQUIREMENTS.
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Sec. 5. Section 23-214, Arizona Revised Statutes, is amended to read: 23-214. <u>Verification of employment eligibility; E-verify program</u>

After December 31, 2007, every employer, after hiring an employee, shall verify the employment eligibility of the employee through the $\frac{\text{basic}}{\text{pilot}}$ E-VERIFY program.

Sec. 6. Title 23, chapter 2, article 2, Arizona Revised Statutes, is amended by adding section 23-215, to read:

23-215. Employer requirements; cash payments; unlawful practices; civil penalty

- A. AN EMPLOYER THAT HAS TWO OR MORE EMPLOYEES AND PAYS HOURLY WAGES OR SALARY BY CASH TO ANY EMPLOYEE SHALL COMPLY WITH ALL OF THE FOLLOWING:
 - 1. THE INCOME TAX WITHHOLDING LAWS PRESCRIBED IN TITLE 43, CHAPTER 4.
 - 2. THE EMPLOYER REPORTING LAWS PRESCRIBED IN SECTION 23-722.01.
 - 3. THE EMPLOYMENT SECURITY LAWS PRESCRIBED IN CHAPTER 4 OF THIS TITLE.
- 4. THE WORKERS' COMPENSATION LAWS PRESCRIBED IN CHAPTER 6 OF THIS TITLE.
- B. FOR A VIOLATION OF SUBSECTION A OF THIS SECTION, THE ATTORNEY GENERAL MAY BRING AN ACTION IN SUPERIOR COURT AGAINST AN EMPLOYER. ON A FINDING OF A VIOLATION OF SUBSECTION A OF THIS SECTION, THE COURT SHALL ORDER THE EMPLOYER TO PAY A CIVIL PENALTY THAT IS EQUAL TO TREBLE THE AMOUNT OF ALL WITHHOLDINGS, PAYMENTS, CONTRIBUTIONS OR PREMIUMS THAT THE EMPLOYER FAILED TO REMIT AS PRESCRIBED BY SUBSECTION A OF THIS SECTION OR FIVE THOUSAND DOLLARS FOR EACH EMPLOYEE FOR WHOM A VIOLATION WAS COMMITTED, WHICHEVER IS GREATER.
- C. THE COURT SHALL TRANSMIT THE MONIES COLLECTED PURSUANT TO SUBSECTION B OF THIS SECTION TO THE STATE TREASURER, AND THE STATE TREASURER SHALL DEPOSIT THE MONIES IN THE STATE GENERAL FUND. MONIES DEPOSITED IN THE STATE GENERAL FUND PURSUANT TO THIS SUBSECTION SHALL BE EQUALLY APPROPRIATED TO THE DEPARTMENT OF EDUCATION AND THE DEPARTMENT OF HEALTH SERVICES FOR THE PURPOSES OF OFFSETTING INCREASED COSTS TO THIS STATE BY UNAUTHORIZED ALIENS.
- D. THE CIVIL PENALTY UNDER THIS SECTION IS IN ADDITION TO ANY OTHER PENALTIES THAT MAY BE IMPOSED BY LAW.
- Sec. 7. Title 41, chapter 6, Arizona Revised Statutes, is amended by adding article 7.2, to read:

ARTICLE 7.2. LICENSING ELIGIBILITY

41-1080. <u>Licensing eligibility; lawful presence; verification;</u> definitions

A. AN AGENCY SHALL NOT ISSUE A LICENSE TO ANY APPLICANT WHO IS UNLAWFULLY PRESENT OR UNLAWFULLY RESIDING IN THE UNITED STATES. BEFORE

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ISSUING OR RENEWING A LICENSE, THE AGENCY SHALL VERIFY THAT THE APPLICANT IS LAWFULLY PRESENT IN THE UNITED STATES.

- B. FOR THE PURPOSES OF THIS SECTION:
- 1. "AGENCY" MEANS ANY AGENCY, DEPARTMENT, BOARD OR COMMISSION OF THIS STATE OR A COUNTY, CITY OR TOWN THAT ISSUES A LICENSE FOR THE PURPOSES OF OPERATING A BUSINESS IN THIS STATE.
- 2. "LICENSE" MEANS ANY AGENCY PERMIT, CERTIFICATE, APPROVAL, REGISTRATION, CHARTER OR SIMILAR FORM OF AUTHORIZATION THAT IS REQUIRED BY LAW AND THAT IS ISSUED BY ANY AGENCY FOR THE PURPOSES OF OPERATING A BUSINESS IN THIS STATE.

Sec. 8. Severability

If any provision of this act or its application to any person or circumstance is held invalid, the invalidity does not affect other provisions or applications of this act that can be given effect without the invalid provision or application, and to this end the provisions of this act are severable.

Sec. 9. <u>Legislative intent</u>

- A. The exclusion of independent contractors from the defined terms of employee and employer as prescribed in section 23-211, Arizona Revised Statutes, as amended by this act, shall not be construed to mean that independent contractors are currently included in those terms. The legislature is amending the definitions of employee and employer in this act for purposes of clarification.
- B. The addition of the phrase "in this state" to the defined term of employee as prescribed in section 23-211, Arizona Revised Statutes, as amended by this act, shall not be construed to mean that out-of-state employees are currently included in this term. The legislature is amending the definition of employee in this act for the purposes of clarification.

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