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**Labor & Workplace Standards  
Committee**

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**HB 1107**

**Brief Description:** Concerning removing the terms "master" and "servant" from Titles 50 and 50A.

**Sponsors:** Representatives Fosse, Reed, Berry, Ramel, Doglio, Simmons, Reeves, Kloba, Riccelli and Ormsby; by request of Employment Security Department.

**Brief Summary of Bill**

- Modifies the definition of "employment" as it applies to unemployment insurance and the state paid family and medical leave program by replacing a reference to the "relationship of master and servant" with "any employment relationship."

**Hearing Date:** 1/11/23

**Staff:** Devon Mann (786-7290) and Kelly Leonard (786-7147).

**Background:**

The terms "master" and "servant" are used in the common law to describe a type of relationship, often between an employer and employee, in order to assess liability and other legal obligations. Generally, a "servant" is a person who preforms services at the direction and control of a "master."

In the statutes governing the unemployment insurance system and the state paid family and medical leave program, the term "employment" is defined as personal service, of whatever nature, unlimited by the relationship of master and servant as known to the common law or any other legal relationship, including service in interstate commerce, performed for wages, or under

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contract calling for the performance of personal service, written or oral, express or implied.

**Summary of Bill:**

The definition of "employment" in the context of unemployment insurance and the state paid family and medical leave program is modified by replacing "relationship of master and servant" with "any employment relationship." Specifically, "employment" means personal service, of whatever nature, unlimited by any employment relationship as known to the common law or any other legal relationship, including service in interstate commerce, performed for wages, or under any contract calling for the performance of personal services, written or oral, express or implied.

**Appropriation:** None.

**Fiscal Note:** Not requested.

**Effective Date:** The bill takes effect 90 days after adjournment of the session in which the bill is passed.