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Replace lines 55 through 56 on page 2 with the following:
may not be construed by an Alabama court as any
element of an employment relationship, including, but not
limited to, for purposes of imposing liability on the
hiring party under the Alabama Workers' Compensation Act.

Replace lines 86 through 87 on page 4 with the following:
Section 3. This act shall become effective on
December 31, 2025.