

## **BILL ANALYSIS**

S.B. 2807  
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Committee Report (Unamended)

### **BACKGROUND AND PURPOSE**

The bill sponsor has informed the committee that motor carriers increasingly use safety technologies, such as lane departure warnings, video monitoring, and automatic braking; however, carriers using these measures with independent contractors risk misclassification as employers, which could lead to legal complications. The bill sponsor has informed the committee that carriers therefore may be forced to choose between enhancing safety and avoiding the risk of worker misclassification. S.B. 2807 seeks to address this issue by ensuring that a motor carrier's use of safety improvements cannot be considered when determining whether a driver is classified as an independent contractor or employee under state law.

### **CRIMINAL JUSTICE IMPACT**

It is the committee's opinion that this bill does not expressly create a criminal offense, increase the punishment for an existing criminal offense or category of offenses, or change the eligibility of a person for community supervision, parole, or mandatory supervision.

### **RULEMAKING AUTHORITY**

It is the committee's opinion that this bill does not expressly grant any additional rulemaking authority to a state officer, department, agency, or institution.

### **ANALYSIS**

S.B. 2807 amends the Transportation Code to prohibit the deployment, implementation, or use of a motor carrier safety improvement by or as required by a motor carrier or a related entity, including through contract, from being considered when determining whether the operator of a motor vehicle is an employee or joint employee of the motor carrier or an independent contractor for purposes of state law. The bill defines the following terms for purposes of its provisions:

- "motor carrier" by reference to statutory provisions relating to motor carrier registration; and
- "motor carrier safety improvement" as follows:
  - any device, equipment, software, or technology that is intended and primarily used to improve or facilitate compliance with traffic safety or motor carrier safety laws, safety of a motor vehicle, safety of an operator of a motor vehicle, and safety of third-party users of public roadways; or
  - any procedure, training, policy, program, or operational practice related to any such device, equipment, software, or technology.

### **EFFECTIVE DATE**

September 1, 2025.