By:  Hagenbuch S.B. No. 2807

A BILL TO BE ENTITLED

AN ACT

relating to the considerations when determining whether an operator of a motor vehicle is an employee of a motor carrier or an independent contractor.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1.  Subtitle F, Title 7, Transportation Code, is amended by adding Chapter 644A to read as follows:

CHAPTER 644A. MOTOR CARRIER SAFETY IMPROVEMENT: EMPLOYMENT STATUS

Sec. 644A.001.  DEFINITIONS. In this chapter:

(1)  "Motor carrier" has the meaning assigned by Section 643.001.

(2)  "Motor carrier safety improvement" means any:

(A)  device, equipment, software, or technology that is intended and primarily used to improve or facilitate:

(i)  compliance with traffic safety or motor carrier safety laws;

(ii)  safety of a motor vehicle;

(iii)  safety of an operator of a motor vehicle; and

(iv)  safety of third-party users of public roadways; or

(B)  procedure, training, policy, program, or operational practice related to any device, equipment, software, or technology described by Paragraph (A).

Sec. 644A.002.  EMPLOYMENT STATUS. 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, may not be 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.

SECTION 2.  This Act takes effect September 1, 2025.