

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).

1 Sec. 644A.002. EMPLOYMENT STATUS. The deployment,
2 implementation, or use of a motor carrier safety improvement by or
3 as required by a motor carrier or a related entity, including
4 through contract, may not be considered when determining whether
5 the operator of a motor vehicle is an employee or joint employee of
6 the motor carrier or an independent contractor for purposes of
7 state law.

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