

1-1 By: Hagenbuch S.B. No. 2807  
 1-2 (In the Senate - Filed March 14, 2025; April 7, 2025, read  
 1-3 first time and referred to Committee on Transportation;  
 1-4 April 23, 2025, reported favorably by the following vote: Yeas 9,  
 1-5 Nays 0; April 23, 2025, sent to printer.)

1-6 COMMITTEE VOTE

	Yea	Nay	Absent	PNV
1-7				
1-8	X			
1-9	X			
1-10	X			
1-11	X			
1-12	X			
1-13	X			
1-14	X			
1-15	X			
1-16	X			

1-17 A BILL TO BE ENTITLED  
 1-18 AN ACT

1-19 relating to the considerations when determining whether an operator  
 1-20 of a motor vehicle is an employee of a motor carrier or an  
 1-21 independent contractor.

1-22 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

1-23 SECTION 1. Subtitle F, Title 7, Transportation Code, is  
 1-24 amended by adding Chapter 644A to read as follows:

1-25 CHAPTER 644A. MOTOR CARRIER SAFETY IMPROVEMENT: EMPLOYMENT STATUS

1-26 Sec. 644A.001. DEFINITIONS. In this chapter:

1-27 (1) "Motor carrier" has the meaning assigned by  
 1-28 Section 643.001.

1-29 (2) "Motor carrier safety improvement" means any  
 1-30 device, equipment, software, technology, procedure, training,  
 1-31 policy, program, or operational practice that is intended and  
 1-32 primarily used to improve or facilitate:

1-33 (A) compliance with traffic safety or motor  
 1-34 carrier safety laws;

1-35 (B) safety of a motor vehicle;

1-36 (C) safety of an operator of a motor vehicle; and

1-37 (D) safety of third-party users of public  
 1-38 roadways.

1-39 Sec. 644A.002. EMPLOYMENT STATUS. The deployment,  
 1-40 implementation, or use of a motor carrier safety improvement by or  
 1-41 as required by a motor carrier or a related entity, including  
 1-42 through contract, may not be considered when determining whether  
 1-43 the operator of a motor vehicle is an employee or joint employee of  
 1-44 the motor carrier or an independent contractor for purposes of  
 1-45 state law.

1-46 SECTION 2. This Act takes effect September 1, 2025.

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