



**House Commerce and Small Business Engrossed
Substitute for HB256**

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

A BILL
TO BE ENTITLED
AN ACT

Relating to labor and employment; to exclude consideration of a motor carrier's use of safety improvements, technologies, practices, and driver coaching in determining a motor carrier driver's classification as an independent contractor or an employee under state law.

BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

Section 1. (a) Notwithstanding any law to the contrary, the deployment, implementation or use of a motor carrier safety improvement by, or as required by, a motor carrier or its related entity, including by contract, shall not be considered when **evaluating determining** an individual's status as an employee or independent contractor, or as a jointly employed employee under any state law.

(b) For purposes of this section, "motor carrier safety improvement" shall mean any device, equipment, software, technology, procedure, training, policy, program, or operational practice intended and primarily used to improve or facilitate any of the following:

(1) Compliance with traffic safety or motor carrier safety laws.



**House Commerce and Small Business Engrossed
Substitute for HB256**

29 (2) Safety of a motor vehicle.
30 (3) Safety of the operator of a motor vehicle.
31 (4) Safety of third party users of public roadways.
32 Section 2. This act shall become effective on the first
33 day of the third month following its passage and approval by
34 the Governor, or its otherwise becoming law.