

325B.2 Prohibited factors in determining employment status.

1. The deployment, implementation, or use of a motor carrier safety improvement by or as required by a motor carrier, or any of the carrier’s related entities, including the use of such improvement in accordance with a motor carrier transportation contract, as defined in [section 325B.1](#), shall not be considered when determining whether a person is an employee, independent contractor, or jointly employed employee under any state law.

2. For purposes of [this section](#), “*motor carrier safety improvement*” means any device, equipment, software, technology, procedure, training, policy, program, or operational practice intended and primarily used to improve or facilitate compliance with traffic safety laws, including motor carrier safety, safety of a motor vehicle, safety of the operator of a motor vehicle, and safety of other highway users.

[2025 Acts, ch 5, §1](#)

NEW section