

**House File 698 - Introduced**

HOUSE FILE 698  
BY COMMITTEE ON TRANSPORTATION

(SUCCESSOR TO HSB 169)

(COMPANION TO SF 377 BY COMMITTEE  
ON TRANSPORTATION)

**A BILL FOR**

1 An Act prohibiting the consideration of the deployment,  
2 implementation, or use of a motor carrier safety improvement  
3 when determining a person's employment status.  
4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. NEW SECTION. **325B.2 Prohibited factors in**  
2 **determining employment status.**

3 1. The deployment, implementation, or use of a motor carrier  
4 safety improvement by or as required by a motor carrier, or any  
5 of the carrier's related entities, including the use of such  
6 improvement in accordance with a motor carrier transportation  
7 contract, as defined in section 325B.1, shall not be considered  
8 when determining whether a person is an employee, independent  
9 contractor, or jointly employed employee under any state law.

10 2. For purposes of this section, "motor carrier safety  
11 improvement" means any device, equipment, software, technology,  
12 procedure, training, policy, program, or operational practice  
13 intended and primarily used to improve or facilitate compliance  
14 with traffic safety laws, including motor carrier safety, safety  
15 of a motor vehicle, safety of the operator of a motor vehicle,  
16 and safety of other highway users.

17 **EXPLANATION**

18 The inclusion of this explanation does not constitute agreement with  
19 the explanation's substance by the members of the general assembly.

20 This bill prohibits considering the deployment,  
21 implementation, or use of a motor carrier safety improvement,  
22 defined in the bill, by or as required by a motor carrier  
23 when determining whether a person is an employee, independent  
24 contractor, or jointly employed employee under any state law.