

**HJR195 ENROLLED**



1 HJR195  
2 8XKAFFH-2  
3 By Representative Rafferty  
4 RFD: RULES  
5 First Read: 11-Apr-24



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1 Enrolled, An Act,

2

3 ESTABLISHING THE ALABAMA PORTABLE BENEFITS TASK  
4 FORCE.

5 WHEREAS, app-based workers who are drivers or  
6 couriers provide essential services to their communities;  
7 and

8 WHEREAS, these workers retain full control over  
9 where, when, and how they perform app-based services and are  
10 therefore classified as independent contractors; and

11 WHEREAS, independent contractors may not be entitled  
12 to some of the protections and benefits available to  
13 employees; and

14 WHEREAS, a portable benefits framework for app-based  
15 workers should be established to enable the provision of  
16 income replacement, health and wellness benefits, and other  
17 benefits to eligible workers; now therefore,

18 BE IT RESOLVED BY THE LEGISLATURE OF ALABAMA, BOTH  
19 HOUSES THEREOF CONCURRING, That there is established the  
20 Alabama Portable Benefits Task Force to study the need for  
21 portable benefits for independent contractors.

22 (a) The membership of the task force shall consist of  
23 all of the following:

24 (1) One member appointed by the Governor.

25 (2) One member appointed by the Lieutenant Governor.

26 (3) Two members of the House of Representatives  
27 appointed by the Speaker of the House of Representatives,



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28 and one member of the House of Representatives appointed by  
29 the Minority Leader of the House of Representatives.

30 (4) Two members of the Senate appointed by the  
31 President Pro Tempore of the Senate, and one member of the  
32 Senate appointed by the Minority Leader of the Senate.

33 (5) One member from the Department of Labor appointed  
34 by the Secretary of the Department of Labor.

35 (6) One member from the Department of Revenue  
36 appointed by the Commissioner of Revenue.

37 (7) One member from the Department of Commerce  
38 appointed by the Secretary of Commerce.

39 (8) One member from the Alabama Law Institute  
40 appointed by the Director of the Legislative Services  
41 Agency.

42 (b) The appointing authorities shall coordinate their  
43 appointments to ensure the task force membership is  
44 inclusive and reflects the racial, gender, geographic,  
45 urban, rural, and economic diversity of the state.

46 (c) The task force shall: (i) study app-based workers  
47 and other independent contractors in this state; (ii)  
48 investigate how other states are working to provide  
49 innovative ways for app-based workers to gain access to  
50 health, wellness, retirement, and other similar benefits;  
51 and (iii) develop recommendations for potential legislation  
52 to address related issues in this state.

53 (d) The first meeting of the task force shall be held  
54 no later than September 1, 2024. The task force shall select  
55 one co-chair from the House of Representatives and one



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56 co-chair from the Senate at the first meeting. The task  
57 force may then meet as necessary to conduct business, either  
58 in person or remotely.

59 (e) The Legislative Services Agency, the Clerk of the  
60 House of Representatives, and the Secretary of the Senate  
61 shall provide administrative and other assistance for the  
62 work of the task force as necessary.

63 (f) (1) The legislative members of the task force  
64 shall be entitled to their legislative compensation, per  
65 diem, and travel expenses for each day they attend a meeting  
66 of the task force pursuant to Section 49 of the Constitution  
67 of Alabama of 2022.

68 (2) The nonlegislative members of the task force  
69 shall serve without compensation but may be reimbursed for  
70 necessary expenses in attending meetings of the task force  
71 pursuant to the policies of their respective appointing  
72 authority.

73 (g) The task force shall prepare a report of its  
74 findings, conclusions, and recommendations for any proposed  
75 legislation to the Legislature no later than the third  
76 legislative day of each regular legislative session. Upon  
77 the filing of its report with the Legislature during the  
78 2026 Regular Session, the task force shall stand dissolved  
79 and discharged of any future duties and liabilities.

80 (h) Pursuant to Section 36-14-17.1, Code of Alabama  
81 1975, the task force shall provide to the Secretary of State  
82 a notice of all meetings, the name of each member serving on  
83 the task force, and a copy of the final report and other



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84 documents produced throughout the duration of the task  
85 force.

86 (i) Each appointing authority named herein shall be  
87 provided a copy of this resolution upon its passage.

