

HJR195 INTRODUCED



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



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HJR___ ESTABLISHING THE ALABAMA PORTABLE BENEFITS TASK
FORCE.

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

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

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

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

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

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

- (1) One member appointed by the Governor.
- (2) One member appointed by the Lieutenant Governor.



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28 (3) Two members of the House of Representatives
29 appointed by the Speaker of the House of Representatives,
30 and one member of the House of Representatives appointed by
31 the Minority Leader of the House of Representatives.

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

35 (5) One member from the Department of Labor appointed
36 by the Secretary of the Department of Labor.

37 (6) One member from the Department of Revenue
38 appointed by the Commissioner of Revenue.

39 (7) One member from the Department of Commerce
40 appointed by the Secretary of Commerce.

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

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

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



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55 (d) The first meeting of the task force shall be held
56 no later than September 1, 2024. The task force shall select
57 one co-chair from the House of Representatives and one
58 co-chair from the Senate at the first meeting. The task
59 force may then meet as necessary to conduct business, either
60 in person or remotely.

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

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

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

75 (g) The task force shall prepare a report of its
76 findings, conclusions, and recommendations for any proposed
77 legislation to the Legislature no later than the third
78 legislative day of each regular legislative session. Upon
79 the filing of its report with the Legislature during the
80 2026 Regular Session, the task force shall stand dissolved
81 and discharged of any future duties and liabilities.



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82 (h) Pursuant to Section 36-14-17.1, Code of Alabama
83 1975, the task force shall provide to the Secretary of State
84 a notice of all meetings, the name of each member serving on
85 the task force, and a copy of the final report and other
86 documents produced throughout the duration of the task
87 force.

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