

117TH CONGRESS  
1ST SESSION

# H. R. 1341

To require the Administrator of the Federal Motor Carrier Safety Administration to establish an advisory board focused on creating opportunities for women in the trucking industry, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

FEBRUARY 25, 2021

Mr. GALLAGHER (for himself and Ms. DAVIDS of Kansas) introduced the following bill; which was referred to the Committee on Transportation and Infrastructure

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## A BILL

To require the Administrator of the Federal Motor Carrier Safety Administration to establish an advisory board focused on creating opportunities for women in the trucking industry, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Promoting Women in  
5 Trucking Workforce Act”.

6 **SEC. 2. FINDINGS.**

7 Congress finds that—

1           (1) women make up 47 percent of the work-  
2           force of the United States;

3           (2) women are significantly underrepresented in  
4           the trucking industry, holding only 24 percent of all  
5           transportation and warehousing jobs and rep-  
6           resenting only—

7                       (A) 6.6 percent of truck drivers;

8                       (B) 12.5 percent of all workers in truck  
9           transportation; and

10                      (C) 8 percent of freight firm owners;

11           (3) given the total number of women truck driv-  
12           ers, women are underrepresented in the truck-driv-  
13           ing workforce; and

14           (4) women truck drivers have been shown to be  
15           20 percent less likely than male counterparts to be  
16           involved in a crash.

17 **SEC. 3. SENSE OF CONGRESS REGARDING WOMEN IN**  
18 **TRUCKING.**

19           It is the sense of Congress that the trucking industry  
20           should explore every opportunity to encourage and support  
21           the pursuit and retention of careers in trucking by women,  
22           including through programs that support recruitment,  
23           driver training, and mentorship.

24 **SEC. 4. DEFINITIONS.**

25           In this Act:

1           (1) ADMINISTRATOR.—The term “Adminis-  
2           trator” means the Administrator of the Federal  
3           Motor Carrier Safety Administration.

4           (2) BOARD.—The term “Board” means the  
5           Women of Trucking Advisory Board established  
6           under section 5(a).

7           (3) LARGE TRUCKING COMPANY.—The term  
8           “large trucking company” means a motor carrier (as  
9           defined in section 13102 of title 49, United States  
10          Code) with more than 100 power units.

11          (4) MID-SIZE TRUCKING COMPANY.—The term  
12          “mid-size trucking company” means a motor carrier  
13          (as defined in section 13102 of title 49, United  
14          States Code) with not fewer than 11 power units  
15          and not more than 100 power units.

16          (5) POWER UNIT.—The term “power unit”  
17          means a self-propelled vehicle under the jurisdiction  
18          of the Federal Motor Carrier Safety Administration.

19          (6) SMALL TRUCKING COMPANY.—The term  
20          “small trucking company” means a motor carrier  
21          (as defined in section 13102 of title 49, United  
22          States Code) with not fewer than 1 power unit and  
23          not more than 10 power units.

1 **SEC. 5. WOMEN OF TRUCKING ADVISORY BOARD.**

2 (a) ESTABLISHMENT.—To encourage women to enter  
3 the field of trucking, the Administrator shall establish and  
4 facilitate an advisory board, to be known as the “Women  
5 of Trucking Advisory Board”, to promote organizations  
6 and programs that—

7 (1) provide education, training, mentorship, or  
8 outreach to women in the trucking industry; and

9 (2) recruit, retain, or advance women in the  
10 trucking industry.

11 (b) MEMBERSHIP.—

12 (1) IN GENERAL.—The Board shall be com-  
13 posed of not fewer than 8 members whose back-  
14 grounds, experience, and certifications allow those  
15 members to contribute balanced points of view and  
16 diverse ideas regarding the strategies and objectives  
17 described in subsection (c)(2).

18 (2) APPOINTMENT.—

19 (A) IN GENERAL.—Not later than 270  
20 days after the date of enactment of this Act,  
21 the Administrator shall appoint the members of  
22 the Board, of whom—

23 (i) not fewer than 1 shall be a rep-  
24 resentative of large trucking companies;

1 (ii) not fewer than 1 shall be a rep-  
2 resentative of mid-sized trucking compa-  
3 nies;

4 (iii) not fewer than 1 shall be a rep-  
5 resentative of small trucking companies;

6 (iv) not fewer than 1 shall be a rep-  
7 resentative of nonprofit organizations in  
8 the trucking industry;

9 (v) not fewer than 1 shall be a rep-  
10 resentative of trucking business associa-  
11 tions;

12 (vi) not fewer than 1 shall be a rep-  
13 resentative of independent owner-opera-  
14 tors;

15 (vii) not fewer than 1 shall be a  
16 woman who is a professional truck driver;  
17 and

18 (viii) not fewer than 1 shall be a rep-  
19 resentative of an institution of higher edu-  
20 cation or trucking trade school.

21 (B) DIVERSITY.—A member of the Board  
22 appointed under any of clauses (i) through (viii)  
23 of subparagraph (A) may not be appointed  
24 under any other clause of that subparagraph.

1           (3) TERMS.—Each member shall be appointed  
2     for the life of the Board.

3           (4) COMPENSATION.—A member of the Board  
4     shall serve without compensation.

5     (c) DUTIES.—

6           (1) IN GENERAL.—The Board shall identify—

7                 (A) barriers and industry trends that di-  
8                 rectly or indirectly discourage women from pur-  
9                 suing and retaining careers in trucking, includ-  
10                ing—

11                         (i) any differences between women mi-  
12                        nority groups;

13                       (ii) any differences between women  
14                       who live in rural, suburban, and urban  
15                       areas; and

16                       (iii) any safety risks unique to the  
17                       trucking industry;

18                 (B) ways in which the functions of truck-  
19                 ing companies, nonprofit organizations, training  
20                 and education providers, and trucking associa-  
21                 tions may be coordinated to facilitate support  
22                 for women pursuing careers in trucking;

23                 (C) opportunities to expand existing oppor-  
24                 tunities for women in the trucking industry;  
25                 and

1           (D) opportunities to enhance trucking  
2           training, mentorship, education, advancement,  
3           and outreach programs that are exclusive to  
4           women.

5           (2) REPORT.—Not later than 2 years after the  
6           date of enactment of this Act, the Board shall sub-  
7           mit to the Administrator a report describing strate-  
8           gies that the Administrator may adopt—

9           (A) to address any industry trends identi-  
10          fied under paragraph (1)(A);

11          (B) to coordinate the functions of trucking  
12          companies, nonprofit organizations, and truck-  
13          ing associations in a manner that facilitates  
14          support for women pursuing careers in truck-  
15          ing;

16          (C)(i) to take advantage of any opportuni-  
17          ties identified under paragraph (1)(C); and

18          (ii) to create new opportunities to expand  
19          existing scholarship opportunities for women in  
20          the trucking industry; and

21          (D) to enhance trucking training,  
22          mentorship, education, and outreach programs  
23          that are exclusive to women.

24          (d) REPORT TO CONGRESS.—

1           (1) IN GENERAL.—Not later than 3 years after  
2           the date of enactment of this Act, the Administrator  
3           shall submit to the Committee on Commerce,  
4           Science, and Transportation of the Senate and the  
5           Committee on Transportation and Infrastructure of  
6           the House of Representatives a report describing—

7                   (A) any strategies recommended by the  
8                   Board under subsection (c)(2); and

9                   (B) any actions taken by the Adminis-  
10                  trator to adopt the strategies recommended by  
11                  the Board (or an explanation of the reasons for  
12                  not adopting the strategies).

13           (2) PUBLIC AVAILABILITY.—The Administrator  
14           shall make the report under paragraph (1) publicly  
15           available—

16                   (A) on the website of the Federal Motor  
17                   Carrier Safety Administration; and

18                   (B) in appropriate offices of the Federal  
19                   Motor Carrier Safety Administration.

20           (e) TERMINATION.—The Board shall terminate on  
21           submission of the report to Congress under subsection (d).

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