

116TH CONGRESS  
1ST SESSION

# H. R. 5145

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

NOVEMBER 18, 2019

Mr. GALLAGHER 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, including driver training  
21 and mentorship programs, to encourage and support the  
22 pursuit of careers in trucking by women.

23 **SEC. 4. DEFINITIONS.**

24 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 an annual revenue greater than  
11          \$1,000,000,000.

12          (4) MID-SIZED TRUCKING COMPANY.—The term  
13          “mid-sized trucking company” means a motor car-  
14          rier (as defined in section 13102 of title 49, United  
15          States Code) with an annual revenue of not less  
16          than \$35,000,000 and not greater than  
17          \$1,000,000,000.

18          (5) SMALL TRUCKING COMPANY.—The term  
19          “small trucking company” means a motor carrier  
20          (as defined in section 13102 of title 49, United  
21          States Code) with an annual revenue less than  
22          \$35,000,000.

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

24          (a) ESTABLISHMENT.—To encourage women to enter  
25          the field of trucking, the Administrator shall establish and

1 facilitate an advisory board, to be known as the “Women  
2 of Trucking Advisory Board”, to promote organizations  
3 and programs that—

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

6 (2) recruit women into the trucking industry.

7 (b) MEMBERSHIP.—

8 (1) IN GENERAL.—The Board shall be com-  
9 posed of not fewer than 7 members whose back-  
10 grounds allow those members to contribute balanced  
11 points of view and diverse ideas regarding the strate-  
12 gies and objectives described in subsection (c)(2).

13 (2) APPOINTMENT.—Not later than 270 days  
14 after the date of enactment of this Act, the Adminis-  
15 trator shall appoint the members of the Board, of  
16 whom—

17 (A) not fewer than 1 shall be a representa-  
18 tive of large trucking companies;

19 (B) not fewer than 1 shall be a representa-  
20 tive of mid-sized trucking companies;

21 (C) not fewer than 1 shall be a representa-  
22 tive of small trucking companies;

23 (D) not fewer than 1 shall be a representa-  
24 tive of nonprofit organizations in the trucking  
25 industry;

1           (E) not fewer than 1 shall be a representa-  
2           tive of trucking business associations;

3           (F) not fewer than 1 shall be a representa-  
4           tive of independent owner-operators; and

5           (G) not fewer than 1 shall be a woman  
6           who is a professional truck driver.

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

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

11         (c) DUTIES.—

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

13           (A) industry trends that directly or indi-  
14           rectly discourage women from pursuing careers  
15           in trucking, including—

16           (i) any differences between women mi-  
17           nority groups;

18           (ii) any differences between women  
19           who live in rural, suburban, and urban  
20           areas; and

21           (iii) any safety risks unique to the  
22           trucking industry;

23           (B) ways in which the functions of truck-  
24           ing companies, nonprofit organizations, and  
25           trucking associations may be coordinated to fa-

1 facilitate support for women pursuing careers in  
2 trucking;

3 (C) opportunities to expand existing oppor-  
4 tunities for women in the trucking industry;  
5 and

6 (D) opportunities to enhance trucking  
7 training, mentorship, education, and outreach  
8 programs that are exclusive to women.

9 (2) REPORT.—Not later than 18 months after  
10 the date of enactment of this Act, the Board shall  
11 submit to the Administrator a report describing  
12 strategies that the Administrator may adopt—

13 (A) to address any industry trends identi-  
14 fied under paragraph (1)(A);

15 (B) to coordinate the functions of trucking  
16 companies, nonprofit organizations, and truck-  
17 ing associations in a manner that facilitates  
18 support for women pursuing careers in truck-  
19 ing;

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

22 (ii) to create new opportunities to expand  
23 existing scholarship opportunities for women in  
24 the trucking industry; and

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

4           (d) REPORT TO CONGRESS.—

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

11           (A) any strategies recommended by the  
12          Board under subsection (c)(2); and

13           (B) any actions taken by the Adminis-  
14          trator to adopt the strategies recommended by  
15          the Board (or an explanation of the reasons for  
16          not adopting the strategies).

17          (2) PUBLIC AVAILABILITY.—The Administrator  
18          shall make the report under paragraph (1) publicly  
19          available—

20           (A) on the website of the Federal Motor  
21          Carrier Safety Administration; and

22           (B) in appropriate offices of the Federal  
23          Motor Carrier Safety Administration.

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

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