

119TH CONGRESS  
1ST SESSION

# S. 2210

To ensure that the provision of portable benefits to an individual is not considered in determining whether such individual is an employee of a person, and for other purposes.

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## IN THE SENATE OF THE UNITED STATES

JULY 8, 2025

Mr. CASSIDY (for himself, Mr. TUBERVILLE, Mr. SCOTT of South Carolina, and Mr. BUDD) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

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## A BILL

To ensure that the provision of portable benefits to an individual is not considered in determining whether such individual is an employee of a person, 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 “Unlocking Benefits  
5       for Independent Workers Act”.

1 **SEC. 2. CONSIDERATION OF PORTABLE BENEFITS WITH RE-**  
2 **SPECT TO EMPLOYMENT STATUS.**

3 A determination whether an individual is an employee  
4 of a person for the purposes of any Federal law shall be  
5 made without considering whether such person provides  
6 to the individual—

7 (1) a benefit or protection that the individual  
8 may maintain without regard to whether the indi-  
9 vidual continues to perform work for such person;

10 (2) a benefit or protection of a type that is  
11 commonly provided to a full-time employee;

12 (3) a contribution, financial or otherwise, with  
13 respect to a benefit described in paragraph (1) or  
14 (2) that is—

15 (A) made on behalf of the individual by the  
16 person in connection with work performed by  
17 the individual for the person; or

18 (B) made by the individual; or

19 (4) a benefit, protection, or contribution that is  
20 a combination of any benefit, protection, or contribu-  
21 tion described in paragraph (1), (2), or (3).

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