



March 25, 2025

The Honorable Ryan Mackenzie  
Chair  
Subcommittee on Workforce Protections  
U.S. House of Representatives  
Washington, DC 20515

The Honorable Ilhan Omar  
Ranking Member  
Subcommittee on Workforce Protections  
U.S. House of Representatives  
Washington, DC 20515

Dear Chair Mackenzie, Ranking Member Omar, and Members of the Subcommittee:

Thank you for holding today's hearing, "The Future of Wage Laws: Assessing the FLSA's Effectiveness, Challenges, and Opportunities." The Independent Work Coalition (IWC) and the 15 undersigned organizations appreciate the Committee's consideration of policies that strengthen independent work opportunities for individuals across the country.

The IWC is comprised of a diverse group of associations, businesses, and other stakeholders that support independent work and the millions of Americans who work as independent contractors. The coalition is dedicated to advocating for policies that strengthen independent work opportunities and empower individuals who choose to be in business for themselves. Likewise, IWC is committed to educating policymakers about the important role independent contractors play across every sector of the economy.

While independent work has played an important role in our economy for decades, a growing share of Americans are increasingly choosing to secure additional income opportunities outside of traditional employment or pursue their own entrepreneurial endeavors altogether. For example, the number of people working occasionally as independent contractors is up by 130% since 2020.<sup>1</sup> Similarly, the number of individuals choosing careers as full-time independent contractors has similarly grown from 13.6 million in 2020 to 26 million in 2023.<sup>2</sup> This is true even as nearly 8 million traditional employment roles are currently available.<sup>3</sup> While the internet and digital connectivity have made these opportunities more accessible to many, worker preferences for flexibility, autonomy, and earning scalability are major factors driving this trend.

With this in mind, IWC and the undersigned organizations support the Committee's work to explore policies that support the workers, businesses, and communities that rely on the independent contractor model. IWC commends Rep. Kiley for his commitment to advancing independent work opportunities for the millions of Americans who choose to pursue their own entrepreneurial endeavors and earnings opportunities through introduction of the Modern Worker Empowerment Act (H.R. 1319) and the Modern Worker Security Act (H.R. 1320). The Modern

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<sup>1</sup> In 2020, 15.8 million people worked occasionally as independent contractors; in 2023, that number is up to 36.6 million. See, MBO Partners, [4 Long-Term Trends Driving the Growth of the Independent Workforce](#) (December 8, 2023).

<sup>2</sup> MBO Partners, "[State of Independence in America 2023](#)" (October 2023).

<sup>3</sup> Jeff Cox, [Job openings see gains in January in a sign of labor market stability](#), CNBC (March 11, 2025).



Worker Empowerment Act provides clarity for workers and businesses by establishing a common-sense definition for independent contractor status across federal law. Moreover, the Modern Worker Security Act clarifies that independent workers can participate in innovative programs designed to connect them with portable, work-related benefits without fear of potentially jeopardizing their independent contractor status under federal law.

IWC and the undersigned organizations stand ready to continue working with you to advance policies that support independent work across every sector of the economy.

Sincerely,

American Association of Advertising Agencies (4As)

Americans for Prosperity

American Trucking Associations

Association of Bi-State Motor Carriers

Associated Builders and Contractors

Financial Services Institute

Flex Association

HR Policy Association

National Association of Wholesaler-Distributors

National Council of Chain Restaurants

National Retail Federation

Small Business & Entrepreneurship Council

The LIBRE Initiative

The Transportation Alliance

Workplace Solutions Association