

Senate Bill 1166 TNC Driver Rights Bill

Summary

More than 10,000 Oregonians earn a living by driving for transportation network companies like Uber or Lyft. Unfortunately, drivers here have few workplace protections, leading to sub-minimum wages, unfair discipline, a lack of benefits, and little support. Senate Bill 1166 creates a statewide framework of basic rights and protections, building on best practices from across the nation to meet the unique needs of Oregon drivers.

Minimum Compensation

Uber and Lyft drivers are mostly low-income, and disproportionately come from immigrant and refugee communities. Drivers bear all their own expenses to provide this transportation service: purchasing or financing a vehicle, gas, insurance, cleaning, maintenance, inspections, wear-and-tear on the vehicle, and more. Yet drivers have no wage protections, and numerous studies around the nation have shown that rideshare drivers earn sub-minimum wages, often as low as \$5 per hour.

- ▶ **SB 1166** creates minimum compensation standards per minute and per mile, which are set to account for all working time and expenses that drivers incur on the job. Similar standards have been enacted around the nation and have elevated driver earnings without impacting the availability of transportation services.

Account Deactivations

Every year, thousands of Uber and Lyft drivers are suddenly terminated (known as “account deactivation”), frequently through no fault of their own. When this happens, drivers have little or no recourse. They are usually unaware of the reason for their deactivation, much less how to remedy the issue. The result is extreme distress and economic hardship, as drivers face vehicle loan obligations and other financial needs with no ability to earn a living.

- ▶ **SB 1166** creates a just cause standard for account deactivations and a fair and expedited appeals process for deactivated drivers.

Driver Resource Center

Drivers come from all over the world, speak hundreds of languages, and face a variety of challenges related to work. Culturally competent education and outreach efforts are critical to helping drivers know and exercise their rights. Moreover, connecting drivers to services and benefits lifts up not only these workers but also their families and communities.

- ▶ **SB 1166** establishes a driver resource center to provide a range of culturally competent services and education to drivers, including but not limited to accessible support for drivers thrown into crisis by surprise deactivations.



Sick Leave

Paid sick leave is a public health issue as well as a workers rights issue. Workers across Oregon deserve to stay home when sick without facing economic hardship. Uber and Lyft drivers, who work with the general public in small enclosed spaces, are no exception.

- ▶ **SB 1166** gives TNC drivers the ability to accrue and utilize paid sick leave like other Oregon workers, structured in a way that is suited to the nature of their work.

Access to Benefits

While many Uber and Lyft drivers work part-time on the TNC platforms, a majority of trips are with full-time drivers for whom driving is their primary or only source of income. These low-wage workers need access to vital safety-net programs that other Oregon workers enjoy, such as unemployment insurance and paid family medical leave. Moreover, driving full-time is dangerous work; drivers need access to workers compensation to care for themselves and their families in case of serious on-the-job injury.

- ▶ **SB 1166** creates a task force to enable drivers to fully access these and other worker benefits.