



Legislative Fiscal Office
83rd Oregon Legislative Assembly
2025 Regular Session

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Bill Title: Relating to transportation network companies; declaring an emergency.

Government Unit(s) Affected: Judicial Department, Department of Justice, Bureau of Labor and Industries

Summary of Fiscal Impact

2025-27 Biennium	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds	Positions	FTE
Bureau of Labor and Industry	\$ 2,358,472	\$ -	\$ -	\$ -	\$ 2,358,472	14	10.00
Total Fiscal Impact	\$ 2,358,472	\$ -	\$ -	\$ -	\$ 2,358,472	14	10.00

2027-29 Biennium	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds	Positions	FTE
Bureau of Labor and Industry	\$ 2,835,406	\$ -	\$ -	\$ -	\$ 2,835,406	13	12.25
Total Fiscal Impact	\$ 2,835,406	\$ -	\$ -	\$ -	\$ 2,835,406	13	12.25

Measure Description

The measure establishes minimum standards for compensation, sick leave and just cause terminations for drivers who work for a transportation network company. The Bureau of Labor and Industries (BOLI) is charged with administering and enforcing the provisions of the measure, including annually adjusting the minimum compensation rates for drivers and related civil penalty fees. In the event a driver brings a claim against a company for deactivating their account with just cause, the measure requires the court to award reasonable attorney fees to the plaintiff. The measure declares an emergency and is effective July 1, 2025, the measure becomes operative on January 1, 2026.

Fiscal Analysis

Bureau of Labor and Industries

The fiscal impact of the measure on BOLI is \$2.4 million General Fund and 14 positions (10.00 FTE) in the 2025-27 biennium. Costs increase to \$2.8 million General Fund and 13 positions (12.25 FTE) which reflects a full biennium of position costs.

As current enforcement activities are limited, BOLI anticipates a higher-than-average number of affected workers filing complaints. The bureau expects 5% of the industry to file wage claims and complaints with the division each year this equates to an additional 960 cases related to unpaid wages and unlawful deductions, 134 cases for sick leave violations and 42 cases related to record keeping. Of the estimated 1,136 cases, BOLI expects half of these will require investigations. To meet this increase in annual caseload BOLI will need the following permanent positions to regulate and enforce the provisions of the measure, these positions are estimated to cost \$2.2 million General Fund:

- Four Civil Rights Investigator 2 positions
- One Civil Rights investigator 1 position

- Three Compliance Specialist 2 positions
- Two Compliance Specialist 1 positions
- One Compliance and Regulatory Supervisor 2 position
- One Operations and Policy Analyst 2 position
- One Compliance Specialist 3 position
- One Administrative Specialist 2 position

Additionally, BOLI will require one limited duration Operations and Policy Analyst 2 position, with a one-time cost of \$118,451 General Fund to create the required reporting templates and facilitate the rule advisory committee. The Bureau will also need one-time funding of \$30,000 General Fund to update the existing Complaint Resolution Portal and the case management system to receive complaints from drivers.

Other Entities

The measure will have a minimal fiscal impact on the Department of Justice and the Judicial Department.

Relevant Dates

The measure declares an emergency and takes effect on July 1, 2025, and becomes operative on January 1, 2026.

Annually, by April 30, BOLI must adjust minimum compensation rates.

Annually, by April 30m BOLI must adjust the civil penalty fee.