

A-Engrossed
Senate Bill 1166

Ordered by the Senate June 3
Including Senate Amendments dated June 3

Sponsored by Senator JAMA, Representative SOSA; Senator GOLDEN

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure. The statement includes a measure digest written in compliance with applicable readability standards.

Digest: The Act would create new laws for transportation network companies. The Act would take effect on July 1 of this year. (Flesch Readability Score: 79.3).

Requires transportation network companies to pay minimum compensation rates to drivers.

[Directs transportation network companies to establish written policies concerning account deactivations and provides requirements for such policies. Requires that such policies include an appeals process that meets certain minimum requirements by which drivers may appeal an account deactivation.]

Prohibits transportation network companies from issuing an account deactivation absent just cause.

[Directs the Bureau of Labor and Industries to contract with a nonprofit organization to operate a driver resource center.]

Establishes minimum paid sick time requirements for transportation network companies.

Requires transportation network companies to provide dispatched trip information and receipt information to drivers and passengers.

Imposes recordkeeping requirements for transportation network companies *[and requires the companies to compile data to submit reports to the bureau. Directs the bureau to report to the Legislative Assembly on the information received from the transportation network companies].*

[Establishes the Task Force on the Ensuring Meaningful Access to Benefits for Transportation Network Company Drivers.]

Requires transportation network companies to comply with notice requirements to apprise drivers of certain information regarding the rights and protections afforded to drivers.

Provides the Bureau of Labor and Industries with enforcement authority over the provisions of the Act. Provides remedies for drivers alleging unlawful practices.

Declares an emergency, effective July 1, 2025.

A BILL FOR AN ACT

1
2 Relating to transportation network companies; and declaring an emergency.

3 **Be It Enacted by the People of the State of Oregon:**

4
5 **DEFINITIONS**

6
7 **SECTION 1. Definitions. As used in sections 1 to 14 of this 2025 Act:**

8 (1) "Account deactivation" means one or more of the following actions imposed upon an
9 individual driver by a transportation network company:

10 (a) Temporarily or permanently limiting, restricting or suspending or blocking access to
11 the driver platform.

12 (b) Suspending a driver's eligibility to provide network services.

13 (2) "Approved unique identifier" means a number, combination of numbers or letters or
14 another identifier that the Commissioner of the Bureau of Labor and Industries prescribes
15 by rule for purposes of data tracking and managing dispatched trip information in connection

NOTE: Matter in **boldfaced** type in an amended section is new; matter *[italic and bracketed]* is existing law to be omitted. New sections are in **boldfaced** type.

1 with individual drivers.

2 (3)(a) “Available platform time” means the time a driver spends logged in to the driver
3 platform and is available to receive and accept requests for a dispatched trip.

4 (b) “Available platform time” does not mean any period of dispatched platform time or
5 passenger platform time.

6 (4) “Average hourly compensation” means the average amount of total compensation a
7 driver earns per hour during passenger platform time that is calculated by dividing the
8 driver’s total earnings by the total number of hours spent during passenger platform time
9 within a set period.

10 (5) “Compensation” includes any of the following payments made to a driver by a trans-
11 portation network company for the driver’s provision of network services:

12 (a) The amounts required under section 2 of this 2025 Act.

13 (b) Bonuses.

14 (c) Incentive payments.

15 (d) Tips.

16 (6) “Digital network” means the technology platform or system associated with a trans-
17 portation network company that connects drivers with passengers through online applica-
18 tions, websites or other digital means to facilitate the arrangement of dispatched trips.

19 (7) “Dispatch location” means the location of a driver at the time the driver accepts a
20 request for a dispatched trip through the driver platform.

21 (8)(a) “Dispatched platform time” means the period of time a driver spends traveling
22 from a dispatch location to:

23 (A) A passenger pick-up location; or

24 (B) The first passenger pick-up location of a shared ride.

25 (b) “Dispatched platform time” does not include any period of passenger platform time.

26 (9) “Dispatched trip” means the total duration that a driver spends completing a ride
27 starting from the time a driver accepts a real-time request to retrieve a passenger from a
28 passenger pick-up location and ending at the passenger drop-off location.

29 (10) “Driver” means an individual who uses a personal motor vehicle to provide network
30 services that are facilitated through a transportation network company’s driver platform.

31 (11) “Driver platform” means the driver-facing digital network utilized by a driver to
32 manage the activities related to the network services provided by the driver.

33 (12) “Family member” means:

34 (a) The spouse or domestic partner of a driver;

35 (b) A child of a driver or the child’s spouse or domestic partner;

36 (c) A parent of a driver or the parent’s spouse or domestic partner;

37 (d) A sibling or stepsibling of a driver or the sibling’s or stepsibling’s spouse or domestic
38 partner;

39 (e) A grandparent of a driver or the grandparent’s spouse or domestic partner;

40 (f) A grandchild of a driver or the grandchild’s spouse or domestic partner; or

41 (g) Any individual related by blood or affinity whose close association with a driver is the
42 equivalent of a family relationship.

43 (13) “Incentive payments” means a sum of money paid to a driver for activities that in-
44 clude but are not limited to completion of a certain number of consecutive dispatched trips
45 or completion of a certain number of dispatched trips during a particular time period or in

1 a specific geographical area.

2 (14) “Network services” means transportation provided by a driver while the driver is
3 logged in to the driver platform, including available platform time, dispatched platform time
4 and passenger platform time, that are facilitated through the digital network.

5 (15) “Paid sick time” means time off:

6 (a) That is provided to a driver by a transportation network company;

7 (b) That may be used for the purposes specified in section 4 of this 2025 Act; and

8 (c) That is compensated at a rate equal to a driver’s average hourly compensation for
9 each hour of sick time used without reductions in benefits, including but not limited to
10 health care benefits, that the driver earns from the transportation network company at the
11 time the driver uses the paid sick time.

12 (16) “Passenger” means any individual who is physically present in the personal motor
13 vehicle of a driver and for whom the driver is providing network services that were re-
14 quested by the individual or by another third party using the digital network.

15 (17) “Passenger drop-off location” means the end point of a dispatched trip where a pas-
16 senger is expected to disembark that is typically selected by the passenger at the time of
17 booking network services.

18 (18) “Passenger fare” means the amount charged to and paid by a passenger for a dis-
19 patched trip excluding any amounts levied by state or local government or port authority for
20 taxes, fees and tolls.

21 (19) “Passenger pick-up location” means the specific location selected by a passenger at
22 which a driver is expected to retrieve the passenger to begin a dispatched trip.

23 (20) “Passenger platform miles” means the miles traveled while one or more passengers
24 are being transported by a driver during a dispatched trip.

25 (21) “Passenger platform time” means the duration of time that a driver is actively
26 transporting one or more passengers from the passenger pick-up location to the passenger
27 drop-off location.

28 (22) “Personal motor vehicle” means a motor vehicle that is authorized by a transporta-
29 tion network company for use by a driver for purposes of providing network services in
30 connection with the transportation network company.

31 (23) “Prescheduled ride” means prearranged network services that an individual sched-
32 ules in advance before the actual time of travel to ensure that a driver will be available at
33 a designated pick-up time and date.

34 (24) “Shared passenger platform time” means passenger platform time for shared rides
35 that commences at the first passenger pick-up location and ends at the last passenger
36 drop-off location.

37 (25) “Shared ride” means a dispatched trip that passengers may request through the
38 digital network that permits multiple passengers to travel together in the same personal
39 motor vehicle and share the costs of the dispatched trip.

40 (26) “Sick time” means the leave time that is provided by a transportation network
41 company to a driver for a reason authorized under section 4 of this 2025 Act.

42 (27) “Single downloadable and searchable electronic file format” means a single, aggre-
43 gated electronic portable document format or comma-separated values file that is
44 downloadable and searchable and that contains a table with each row representing a unique
45 dispatched trip and each column corresponding to an individual itemized element from the

1 trip receipt associated with the dispatched trip.

2 (28) "Surcharge" means any additional charge that is added to a passenger fare that ex-
3 ceeds 120 percent of the minimum compensation rates provided under section 2 of this 2025
4 Act.

5 (29) "Tips" means a verifiable sum presented by a passenger as a gratuity in recognition
6 of a driver's provision of network services.

7 (30) "Total earnings" includes bonuses, incentive payments and compensation, but does
8 not include tips.

9 (31) "Transportation network company" has the meaning given that term in ORS 742.518.

10
11 **COMPENSATION**

12
13 **SECTION 2. Compensation rates.** (1) Except as otherwise provided in this section, a
14 transportation network company may not compensate a driver at a rate that is less than the
15 compensation rates specified in this section.

16 (2) For each dispatched trip, a transportation network company shall compensate a
17 driver at the greater of the following rates:

18 (a)(A) \$0.39 per minute of all passenger platform time; and

19 (B) \$1.34 per passenger platform mile for all driven passenger platform miles; or

20 (b) \$6.00 per dispatched trip.

21 (3) The compensation rates provided under subsection (2) of this section shall apply as
22 follows:

23 (a) For dispatched trips other than shared rides, the compensation rates apply to:

24 (A) All passenger platform time and passenger platform miles.

25 (B) All dispatched platform time and miles driven during that dispatched platform time
26 that occur after the elapse of nine minutes of dispatched platform time.

27 (C) Dispatched trips that are cancelled by an individual or the transportation network
28 company two or more minutes after the driver accepted the dispatched trip, unless the
29 cancellation is due to verified driver misconduct.

30 (D) Dispatched trips that are cancelled by a driver in accordance with the policies of a
31 transportation network company allowing for cancellations for good cause.

32 (E) Dispatched trips that are cancelled because the expected passenger fails to appear
33 at the passenger pick-up location within five minutes of the driver's arrival at the passenger
34 pick-up location.

35 (b) For shared rides, the compensation rates shall apply to the full distance traveled and
36 the total amount of shared passenger platform time spent during the shared ride.

37 (c) For prescheduled rides, the compensation rates shall apply to passenger platform time
38 and any time the driver spends waiting at the passenger pick-up location after the pre-
39 scheduled time of arrival.

40 (4) When an individual requests network services to accommodate more than four pas-
41 sengers in a single personal motor vehicle, the transportation network company shall pay the
42 driver, in addition to any other amounts due as compensation under subsection (2) of this
43 section, an amount equal to 150 percent of the compensation due under subsection (2) of this
44 section.

45 (5) When a transportation network company applies a surcharge to a dispatched trip, the

1 transportation network company shall compensate the driver, in addition to the amounts due
2 under subsection (2) of this section, an amount that is not less than 80 percent of the total
3 passenger fare.

4 (6)(a) Not later than April 30 of each year, the Commissioner of the Bureau of Labor and
5 Industries shall calculate an adjustment to the minimum compensation rates specified under
6 subsection (2) of this section based upon the increase, if any, from the preceding year to
7 March of the year in which the calculation is made in the U.S. City Average Consumer Price
8 Index for All Urban Consumers, West Region (All Items) as prepared by the Bureau of Labor
9 Statistics of the United States Department of Labor or its successor.

10 (b) Notwithstanding any adjustment made under paragraph (a) of this subsection, in the
11 case of an adjustment to the minimum wage rates required for employees by ORS 653.025
12 that exceeds the rate specified in subsection (2) of this section, the Commissioner of the
13 Bureau of Labor and Industries shall adjust the minimum compensation rates specified under
14 subsection (2) of this section by the rate of increase of the state minimum wage, calculated
15 to the nearest cent.

16 (7)(a) A transportation network company shall remit to drivers all tips. Tips paid to a
17 driver are in addition to, and may not count toward, the minimum compensation rates re-
18 quired under subsection (2) of this section.

19 (b) Amounts charged to a passenger and remitted to a driver for tolls, fees or other
20 charges incurred by a driver during a dispatched trip may not be counted in calculating the
21 compensation rates under subsection (2) of this section.

22 (8)(a) A transportation network company may not withhold, deduct or divert any portion
23 of a driver's compensation unless:

24 (A) The transportation network company is required to do so by law.

25 (B) The deductions are voluntarily authorized in writing by the driver, are for the
26 driver's benefit and are recorded in the transportation network company's books.

27 (C) The driver has voluntarily signed an authorization for a deduction for any other item,
28 provided that the ultimate recipient of the money withheld is not the transportation network
29 company and that the deduction is recorded in the transportation network company's books.

30 (D) The deduction is authorized by a collective bargaining agreement to which the
31 transportation network company is a party.

32 (E) The deduction is authorized in writing by the driver to be contributed by the driver
33 to charitable organizations, including contributions made pursuant to ORS 663.110.

34 (F) The deduction is authorized under ORS 18.736, provided the deduction does not reduce
35 the driver's compensation below the minimum compensation rates required under subsection
36 (2) of this section.

37 (G) The deduction is made from the payment of compensation upon termination and is
38 authorized pursuant to a written agreement between the driver and transportation network
39 company for the repayment of a loan made to the driver by the transportation network
40 company, if all of the following conditions are met:

41 (i) The driver has voluntarily signed the agreement;

42 (ii) The loan was paid to the driver in cash or other medium permitted by ORS 652.110;

43 (iii) The loan was made solely for the driver's benefit and was not used, either directly
44 or indirectly, for any purpose required by the transportation network company or connected
45 with the driver's network services with the transportation network company;

1 (iv) The amount of the deduction at termination does not exceed the amount permitted
2 to be garnished under ORS 18.385; and

3 (v) The deduction is recorded in the transportation network company's books.

4 (b) When a transportation network company deducts an amount from a driver's com-
5 pensation as required or authorized by law or agreement, the transportation network com-
6 pany shall pay the amount deducted to the appropriate recipient as required by the law or
7 agreement. The transportation network company shall pay the amount deducted within the
8 time required by the law or the agreement or, if the time for payment is not specified by the
9 law or agreement, within seven days after the date the compensation from which the de-
10 ductions are made are due. Failure to pay the amount as required constitutes an unlawful
11 deduction.

12 (c) This section does not:

13 (A) Prohibit deductions by checkoff dues to labor organizations or service fees when the
14 deductions are not otherwise prohibited by law; or

15 (B) Diminish or enlarge the right of any person to assert and enforce a lawful setoff or
16 counterclaim or to attach, take, reach or apply a driver's compensation on due legal process.

17 (9) In addition to any other sanctions provided by law, a violation of this section is an
18 unlawful practice. A driver alleging an unlawful practice under this section may file a com-
19 plaint with the Commissioner of the Bureau of Labor and Industries in the manner provided
20 by ORS 659A.820.

21
22 **SICK LEAVE**
23

24 **SECTION 3. Accrual.** (1) A transportation network company shall implement a sick time
25 policy that allows a driver to accrue at least one hour of paid sick time for every 30 hours
26 of passenger platform time.

27 (2)(a) Except as otherwise provided in this section, a driver shall begin to earn and ac-
28 crue sick time on the first day the driver is authorized to perform network services with a
29 transportation network company. The driver may carry over up to 40 hours of unused sick
30 time from one year to a subsequent year. If a driver carries over unused sick time to a
31 subsequent year, accrual of sick time in the subsequent year must be in addition to the
32 hours accrued and carried over from the previous year.

33 (b) A transportation network company:

34 (A) May adopt a policy that limits a driver to accruing no more than 80 total hours of
35 sick time; and

36 (B) May adopt a policy that limits a driver to using no more than 40 hours of sick time
37 in a year.

38 (3) A transportation network company is not required to carry over unused sick time if,
39 by mutual consent, the transportation network company and a driver agree that the driver
40 will be paid for all unused paid sick time at the end of the year in which the sick time is
41 accrued and the transportation network company will credit the driver with an amount of
42 paid sick time that meets the requirements of this section on the first day of the imme-
43 diately subsequent year.

44 (4)(a) A driver is eligible to use sick time upon recording 90 hours of passenger platform
45 time on the transportation network company's driver platform and may use sick time as it

1 is accrued.

2 (b) A transportation network company may authorize a driver to use accrued sick time
3 prior to the 90th hour of recorded passenger platform time.

4 (c) A transportation network company shall pay a driver for accrued paid sick time used
5 at a rate that is equal to the average hourly compensation rate.

6 (5)(a) Subject to paragraph (b) of this subsection, if a driver does not record any pas-
7 senger platform time in a transportation network company's driver platform for a period of
8 180 or more consecutive days, the balance of any sick time accrued and unused thus far shall
9 be forfeited. Nothing in this paragraph requires the forfeiture of any passenger platform time
10 recorded thus far.

11 (b) If a driver records any amount of passenger platform time within 180 days of the
12 180-day period described in paragraph (a) of this subsection, the transportation network
13 company shall restore the driver's accrued sick time balance, which shall be available for the
14 driver's use upon recording 90 hours of passenger platform time following the 180-day period.

15 **SECTION 4. Allowable uses of sick time.** A driver may use sick time earned under section
16 3 of this 2025 Act:

17 (1) For a driver's mental or physical illness, injury or health condition, need for medical
18 diagnosis, care or treatment of a mental or physical illness, injury or health condition or
19 need for preventive medical care.

20 (2) For care of a family member with a mental or physical illness, injury or health con-
21 dition, care of a family member who needs medical diagnosis, care or treatment of a mental
22 or physical illness, injury or health condition or care of a family member who needs pre-
23 ventive medical care.

24 (3) To care for a child of the driver who is suffering from an illness, injury or condition
25 that requires home care or who requires home care due to the closure of the child's school
26 or child care provider as a result of a public health emergency.

27 (4) To address the death of a family member by:

28 (a) Attending the funeral or alternative to a funeral of the family member;

29 (b) Making arrangements necessitated by the death of the family member; or

30 (c) Grieving the death of the family member.

31 (5) Notwithstanding the definitions of "covered employer" or "eligible employee" under
32 ORS 659A.270, for any purpose described under ORS 659A.272.

33 (6) To donate accrued sick time to another driver if the other driver uses the donated
34 sick time for a purpose specified in this section and the transportation network company has
35 a policy that allows a driver to donate sick time to another driver for a purpose specified in
36 this section.

37 (7) In the event of a public health emergency. For purposes of this subsection, a public
38 health emergency includes but is not limited to:

39 (a) An order by a public official prohibiting the provision of network services due to a
40 public health emergency;

41 (b) A determination by a lawful public health authority or by a health care provider that
42 the presence of the driver or the family member of the driver in the community would
43 jeopardize the health of others, such that the driver must provide self-care or care for the
44 family member; or

45 (c) The exclusion of the driver from the workplace under any law or rule that requires

1 the transportation network company to exclude the driver from the workplace for health
2 reasons.

3 (8) During a period of a driver's account deactivation or other status that prevents the
4 driver from performing network services on the transportation network company's digital
5 network.

6 **SECTION 5. Minimum use increments; notice to transportation network company.** (1)

7 Upon request of a driver with accrued sick time available, a transportation network company
8 must allow the driver to use sick time. If possible, the driver shall include the anticipated
9 duration of the sick time requested in the request.

10 (2) Sick time earned under this section shall be taken in hourly increments.

11 (3)(a) A transportation network company shall establish an accessible system for drivers
12 to request and use sick time. The system must be available to drivers on the driver platform.

13 (b) The Commissioner of the Bureau of Labor and Industries shall adopt rules that pre-
14 scribe the minimum criteria for the system to ensure that drivers have sufficient informa-
15 tion to understand and readily access their sick time. The minimum criteria may include,
16 but need not be limited to:

17 (A) Instructions and procedures for requesting to use sick time;

18 (B) System capabilities to provide timely responses to requests to use sick time;

19 (C) Information regarding accrued sick time balances; and

20 (D) Information regarding how a driver's current average hourly compensation rate was
21 calculated for a particular period.

22 (4) A transportation network company may require the driver to comply with the trans-
23 portation network company's usual and customary notice and procedural requirements for
24 absences or for requesting time off provided that those requirements do not interfere with
25 the ability of the driver to use sick time.

26 (5)(a) If the need to use sick time is foreseeable, the transportation network company
27 may require reasonable advance notice of the driver's intention to use sick time, not to ex-
28 ceed 10 days prior to the date the sick time is to begin or as soon as otherwise practicable.

29 (b) If the need to use sick time is unforeseeable, the driver shall provide notice to the
30 transportation network company as soon as practicable and must comply generally with the
31 transportation network company's notice or procedural requirements for requesting or re-
32 porting other time off provided that those requirements do not interfere with the ability of
33 the driver to use sick time.

34 (6) A transportation network company may require verification from a health care pro-
35 vider or certification of the need for leave for a purpose described under section 4 of this 2025
36 Act in the same manner and to the same extent permitted under ORS 653.626. If a trans-
37 portation network company requires verification or certification under this subsection, the
38 transportation company shall compensate a driver for the use of sick time not later than the
39 driver's next regularly scheduled date of compensation following the transportation network
40 company's receipt of the requested verification or certification.

41 (7) A driver who accepts and completes a dispatched trip during a period for which the
42 driver requested to use sick time shall be presumed not to have used sick time for the du-
43 ration of that trip.

44 (8) A transportation network company shall compensate a driver for any amount of sick
45 time used by the driver at the time of the driver's next regularly scheduled date of com-

1 **penetration but not later than 14 days following the date on which the driver used sick time.**

2 **SECTION 6. Accrual amount records. (1) A transportation network company shall pro-**
3 **vide to each driver, on a weekly basis, written notification of the following:**

4 (a) **The amount of accrued and unused sick time available for use by the driver.**

5 (b) **The average hourly compensation rate based on passenger platform time for the cal-**
6 **endar month in which the sick time is used.**

7 (c) **The amount of sick time used by a driver, if any.**

8 (d) **Written notice of the requirements of this section and sections 3, 4 and 5 of this 2025**
9 **Act in accordance with rules adopted by the Commissioner of the Bureau of Labor and In-**
10 **dustries.**

11 (2) **The notices provided under this section must be written in the five most commonly**
12 **spoken languages in this state.**

13 (3) **The Bureau of Labor and Industries shall make available to transportation network**
14 **companies a template that meets the required notice provisions of this section.**

15 (4) **Health information of a driver related to sick time is confidential and may not be**
16 **released without the permission of the driver. Information pertaining to leave for a purpose**
17 **described under section 4 (5) of this 2025 Act is confidential to the same extent that such**
18 **information is confidential under ORS 659A.280.**

19 **SECTION 7. Unlawful practices. (1) It is an unlawful practice for a transportation net-**
20 **work company or any other person to:**

21 (a) **Deny, interfere with, restrain or fail to pay for sick time to which a driver is entitled**
22 **under sections 3, 4 and 5 of this 2025 Act;**

23 (b) **Retaliate or in any way discriminate against a driver with respect to any term or**
24 **condition of providing network services because the driver has inquired about the provisions**
25 **of sections 3, 4, 5 and 6 of this 2025 Act, submitted a request for sick time, taken sick time,**
26 **participated in any manner in an investigation, proceeding or hearing related to this section,**
27 **or invoked any provision of this section; or**

28 (c) **Apply an absence control policy that includes sick time absences covered under**
29 **sections 3, 4 and 5 of this 2025 Act as an absence that may lead to or result in an adverse**
30 **action against the driver.**

31 (2) **The Bureau of Labor and Industries may adopt any rules necessary to implement the**
32 **provisions of this section and sections 3, 4, 5 and 6 of this 2025 Act.**

33
34 **TRIP RECEIPTS AND EARNINGS DOCUMENTATION**

35
36 **SECTION 8. Driver and passenger receipts. (1) A transportation network company must**
37 **provide each driver and passenger with dispatched trip receipt data as provided in this sec-**
38 **tion.**

39 (2) **Within 24 hours of a driver's completion of a dispatched trip, a transportation net-**
40 **work company shall:**

41 (a) **Issue to the driver dispatched trip receipts containing the following information for**
42 **each completed trip:**

43 (A) **The total amount of passenger platform time.**

44 (B) **The total amount of passenger platform miles.**

45 (C) **The passenger fare.**

1 (D) The amount of dispatched platform time, passenger platform time and passenger
2 platform miles subject to the minimum compensation rates under section 2 of this 2025 Act.

3 (E) Any adjustments made to the passenger fare resulting from an applicable price or
4 surge multiplier or other variable pricing policy in effect during the trip.

5 (F) Tip amounts, if any.

6 (G) The driver's gross payment.

7 (H) The net payment paid to the driver after deductions.

8 (I) An itemized statement of deductions for fees, tolls, commissions, lease fees and other
9 charges.

10 (J) Whether a personal motor vehicle with the capacity to transport more than four
11 passengers was needed for the dispatched trip.

12 (K) Whether the trip was a prescheduled ride.

13 (L) General details regarding the passenger pick-up and passenger drop-off location that,
14 at a minimum, provide the specific block number at which the passenger pick-up and pas-
15 senger drop-off occurred. Nothing in this paragraph prohibits a transportation network
16 company from describing the details of the passenger pick-up and passenger drop-off with a
17 greater level of specificity.

18 (b) Transmit, on behalf of the driver, an electronic receipt containing the following in-
19 formation to each passenger who paid a passenger fare:

20 (A) The date and time of the dispatched trip.

21 (B) General details regarding the passenger pick-up and passenger drop-off location that,
22 at a minimum, provide the specific block number at which the passenger pick-up and pas-
23 senger drop-off occurred. Nothing in this paragraph prohibits a transportation network
24 company from describing the details of the passenger pick-up and passenger drop-off with a
25 greater level of specificity.

26 (C) The total duration and distance of the dispatched trip.

27 (D) The driver's first name.

28 (E) The total passenger fare paid, including an itemization of all charges and fees.

29 (F) Tip amounts paid, if any.

30 (G) Any portion of the passenger fare retained by the driver.

31 (3) Each transportation network company shall, on a weekly basis, provide a driver with
32 a statement summarizing the dispatched trip information for all dispatched trips completed
33 by the driver in the prior week. The statements shall include a summary of:

34 (a) The driver's total passenger platform time.

35 (b) Total driver's total passenger platform miles.

36 (c) The amount of dispatched platform time, passenger platform time and passenger
37 platform miles subject to the minimum compensation rates under section 2 of this 2025 Act.

38 (d) The total amount of tips, if any.

39 (e) The driver's gross payment, itemized by:

40 (A) Rate per minute;

41 (B) Rate per mile; and

42 (C) Any adjustments made to the passenger fare resulting from an applicable price or
43 surge multiplier or other variable pricing policy in effect during the dispatched trip.

44 (f) The net payment paid to the driver after deductions.

45 (g) Itemized deductions for fees, tolls, commissions, lease fees and other charges.

1 (h) The total amount of passenger fares.

2 (4) A transportation network company shall make the dispatched trip receipt information
3 described under subsection (2) of this section available to drivers in a single downloadable
4 and searchable electronic file format. A transportation network company shall maintain the
5 information for not less than three years after the date on which the transportation network
6 company first issues the information to a driver and make the information available for ex-
7 amination by the driver.

8
9 **RECORDKEEPING**

10
11 **SECTION 9. Transportation network company recordkeeping.** Each transportation net-
12 work company shall:

13 (1) Keep and maintain records necessary to demonstrate compliance with sections 2, 3,
14 5, 6 and 8 of this 2025 Act;

15 (2) Keep and maintain the records described under this section for a period of at least
16 three years; and

17 (3) Provide records kept and maintained under this section to the Bureau of Labor of
18 Industries upon request.

19
20 **DRIVER PROTECTIONS**

21
22 **SECTION 10. Notice of rights.** Each transportation network company shall provide a
23 written notice of rights to every driver who provides transportation services in connection
24 with the transportation network company. The notice shall:

25 (1) Be written in plain language and in the five most commonly spoken languages in this
26 state; and

27 (2) Include information regarding a driver’s right to:

28 (a) Receive compensation in accordance with the standards under section 2 of this 2025
29 Act;

30 (b) Accrue and use sick time in accordance with the standards under sections 3, 4 and 5
31 of this 2025 Act;

32 (c) Be free from retaliation for inquiring about or exercising the rights afforded to driv-
33 ers under sections 1 to 14 of this 2025 Act; and

34 (d) Pursue remedies in accordance with section 13 of this 2025 Act.

35 **SECTION 11. Retaliation.** It is an unlawful practice under ORS chapter 659A for a
36 transportation network company to retaliate or take adverse action against a driver for in-
37 quiring about or exercising any right afforded to the driver under sections 1 to 14 of this 2025
38 Act.

39
40 **ENFORCEMENT**

41
42 **SECTION 12. Enforcement.** (1) The Bureau of Labor and Industries shall administer and
43 enforce sections 1 to 14 of this 2025 Act and may adopt or establish rules and procedures that
44 the bureau considers necessary or appropriate for such administration and enforcement.

45 (2) The Commissioner of the Bureau of Labor and Industries has the same enforcement

1 powers with respect to the rights established under sections 2, 3, 4, 5, 6 and 7 of this 2025
2 Act as are established in ORS chapters 652 and 653.

3 (3) In addition to any other powers granted to the bureau under state law, the bureau
4 has the authority to:

5 (a) Commence an investigation of any complaint filed alleging a violation of sections 1 to
6 14 of this 2025 Act and may make inquiries and conduct the investigations in the same
7 manner and to the extent provided under ORS 659A.835.

8 (b) Investigate policies and practices of transportation network companies to ensure
9 compliance with the provisions of sections 1 to 14 of this 2025 Act.

10 (c) Initiate investigations when the commissioner has reason to believe that a transpor-
11 tation network company has committed an unlawful practice or violated any provision of
12 sections 1 to 14 of this 2025 Act.

13 **SECTION 13. Remedies.** (1) Notwithstanding the definition of “employee” under ORS
14 652.310 and the definition of “wage claim” under ORS 652.320, and regardless of whether a
15 driver is classified as an employee or an independent contractor, a driver has the same rights
16 and protections provided under ORS 652.310 to 652.414, including the right to file a wage claim
17 with the Bureau of Labor and Industries.

18 (2) In addition to any other relief provided by law, a driver claiming to be aggrieved by
19 an unlawful practice in violation of sections 1 to 14 of this 2025 Act may file a complaint with
20 the Commissioner of the Bureau of Labor and Industries in the manner provided by ORS
21 659A.820 or bring a civil action under ORS 659A.885.

22 (3)(a) In addition to any other relief provided by law, the Commissioner of the Bureau
23 of Labor and Industries may assess a civil penalty of \$1,000 against a transportation network
24 company that has violated any provision under sections 1 to 14 of this 2025 Act or any rule
25 adopted under sections 1 to 14 of this 2025 Act. Each violation is a separate and distinct of-
26 fense. In the case of a continuing violation, each day’s continuance is a separate and distinct
27 violation.

28 (b) Civil penalties under this subsection shall be imposed in the manner provided in ORS
29 183.745.

30 (4) Notwithstanding subsection (3) of this section, the commissioner shall waive 50 per-
31 cent of any civil penalty imposed on a transportation network company by order under this
32 section if the transportation network company provides evidence satisfactory to the com-
33 missioner that the transportation network company paid the full remedy due, not including
34 any civil penalty, within 14 days after the order imposing the civil remedy became final by
35 operation of law or on appeal.

36 (5) Not later than April 30 of each year, the Commissioner of the Bureau of Labor and
37 Industries shall calculate an adjustment to the penalty amount specified in this section based
38 upon the increase, if any, from the preceding year to March of the year in which the calcu-
39 lation is made in the U.S. City Average Consumer Price Index for All Urban Consumers,
40 West Region (All Items) as prepared by the Bureau of Labor Statistics of the United States
41 Department of Labor or its successor.

42 (6) Notwithstanding any other provision of law, a driver’s classification status as an in-
43 dependent contractor or an employee shall not limit, restrict, diminish or constrain a
44 driver’s right to pursue a remedy under this section.

45 **SECTION 14. Minimum requirements.** (1) Sections 1 to 14 and 15 of this 2025 Act establish

1 minimum requirements pertaining to compensation, benefits and protections for drivers.

2 (2) Nothing in sections 1 to 14 and 15 of this 2025 Act shall be construed to limit or oth-
3 erwise affect the applicability of any transportation network company policy, standard, con-
4 tract or other agreement that provides compensation and drivers protections that are more
5 generous than the minimum requirements of sections 1 to 14 and 15 of this 2025 Act for the
6 benefit of workers.

7
8 **JUST CAUSE FOR ACCOUNT DEACTIVATIONS**

9
10 **SECTION 15. Just cause standard.** (1) As used in this section:

11 (a) “Account deactivation,” “driver” and “transportation network company” have the
12 meanings given those terms in section 1 of this 2025 Act.

13 (b) “Fair and objective investigation” means an investigation that:

14 (A) Is sufficiently thorough to justify an account deactivation;

15 (B) Is conducted in an unbiased and neutral manner, based on the facts collected; and

16 (C) Includes a good faith effort to identify and review any exculpatory evidence that the
17 transportation network company can reasonably access.

18 (c) “Progressive discipline system” means a disciplinary system under which disciplinary
19 measures involve graduated and proportionate responses to a driver’s misconduct or failure
20 to comply with the policies of the transportation network company.

21 (2) A transportation network company may not issue an account deactivation against a
22 driver unless the deactivation is for just cause. For purposes of this section:

23 (a) A transportation network company issues an account deactivation for just cause only
24 if all of the following conditions are satisfied:

25 (A) Prior to the issuance of an account deactivation, the transportation network com-
26 pany has notified the driver of policies explaining the circumstances and conduct that war-
27 rant account deactivation;

28 (B) The transportation network company’s policies regarding account deactivation are
29 applied consistently among drivers in similar circumstances;

30 (C) The transportation network company has conducted a fair and objective investigation
31 into the alleged misconduct;

32 (D) A claim of a violation of the transportation network company’s policies or a claim
33 of misconduct has been substantiated;

34 (E) The policies or rules of the transportation network company regarding account de-
35 activation are reasonably related to ensuring safe and efficient operations;

36 (F) Any account deactivation imposed by the transportation network company is taken
37 in accordance with a progressive discipline system that has been adopted by the transporta-
38 tion network company; and

39 (G) Any account deactivation imposed by the transportation network company is rea-
40 sonably related to the alleged misconduct and takes into account any mitigating circum-
41 stances and the driver’s prior work history with the transportation network company.

42 (b) The transportation network company has the burden of establishing by clear and
43 convincing evidence that any account deactivation for just cause meets the conditions set
44 forth in paragraph (a) of this subsection.

45 **SECTION 16. Civil action for violation of just cause.** (1) A driver may bring a civil action

1 against a transportation network company that issues an account deactivation against a
2 driver in violation of the just cause standard under section 15 of this 2025 Act for economic
3 and noneconomic damages, as defined in ORS 31.705, and for injunctive or other equitable
4 relief.

5 (2) An action under this section must be commenced not later than one year after the
6 conduct that gives rise to the claim.

7 (3) The court shall award reasonable attorney fees to a plaintiff who prevails in an action
8 under this section.

9 **SECTION 17.** A civil action brought under section 16 of this 2025 Act applies to claims
10 that arise under section 16 of this 2025 Act on or after the effective date of this 2025 Act.

11
12 **CAPTIONS**

13
14 **SECTION 18. Captions.** The unit and section captions used in this 2025 Act are provided
15 only for the convenience of the reader and do not become part of the statutory law of this
16 state or express any legislative intent in the enactment of this 2025 Act.

17
18 **OPERATIVE DATE**

19
20 **SECTION 19. Operative date.** Sections 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13 and 14 of this 2025
21 Act become operative on January 1, 2026.

22
23 **EFFECTIVE DATE**

24
25 **SECTION 20. Effective date.** This 2025 Act being necessary for the immediate preserva-
26 tion of the public peace, health and safety, an emergency is declared to exist, and this 2025
27 Act takes effect July 1, 2025.

28 _____