

## SENATE AMENDMENTS TO SENATE BILL 1166

By COMMITTEE ON RULES

June 3

On page 1 of the printed bill, delete lines 4 through 18 and delete pages 2 through 18 and insert:

### **“DEFINITIONS**

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

**“(1) ‘Account deactivation’ means one or more of the following actions imposed upon an individual driver by a transportation network company:**

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

**“(b) Suspending a driver’s eligibility to provide network services.**

**“(2) ‘Approved unique identifier’ means a number, combination of numbers or letters or another identifier that the Commissioner of the Bureau of Labor and Industries prescribes by rule for purposes of data tracking and managing dispatched trip information in connection with individual drivers.**

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

**“(b) ‘Available platform time’ does not mean any period of dispatched platform time or passenger platform time.**

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

**“(5) ‘Compensation’ includes any of the following payments made to a driver by a transportation network company for the driver’s provision of network services:**

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

**“(b) Bonuses.**

**“(c) Incentive payments.**

**“(d) Tips.**

**“(6) ‘Digital network’ means the technology platform or system associated with a transportation network company that connects drivers with passengers through online applications, websites or other digital means to facilitate the arrangement of dispatched trips.**

**“(7) ‘Dispatch location’ means the location of a driver at the time the driver accepts a request for a dispatched trip through the driver platform.**

**“(8)(a) ‘Dispatched platform time’ means the period of time a driver spends traveling from a dispatch location to:**

1       “(A) A passenger pick-up location; or

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

3       “(b) ‘Dispatched platform time’ does not include any period of passenger platform time.

4       “(9) ‘Dispatched trip’ means the total duration that a driver spends completing a ride  
5 starting from the time a driver accepts a real-time request to retrieve a passenger from a  
6 passenger pick-up location and ending at the passenger drop-off location.

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

9       “(11) ‘Driver platform’ means the driver-facing digital network utilized by a driver to  
10 manage the activities related to the network services provided by the driver.

11       “(12) ‘Family member’ means:

12       “(a) The spouse or domestic partner of a driver;

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

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

15       “(d) A sibling or stepsibling of a driver or the sibling’s or stepsibling’s spouse or domestic  
16 partner;

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

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

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

21       “(13) ‘Incentive payments’ means a sum of money paid to a driver for activities that in-  
22 clude but are not limited to completion of a certain number of consecutive dispatched trips  
23 or completion of a certain number of dispatched trips during a particular time period or in  
24 a specific geographical area.

25       “(14) ‘Network services’ means transportation provided by a driver while the driver is  
26 logged in to the driver platform, including available platform time, dispatched platform time  
27 and passenger platform time, that are facilitated through the digital network.

28       “(15) ‘Paid sick time’ means time off:

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

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

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

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

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

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

44       “(19) ‘Passenger pick-up location’ means the specific location selected by a passenger at  
45 which a driver is expected to retrieve the passenger to begin a dispatched trip.



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

2       “(A) All passenger platform time and passenger platform miles.

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

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

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

10       “(E) Dispatched trips that are cancelled because the expected passenger fails to appear  
11 at the passenger pick-up location within five minutes of the driver’s arrival at the passenger  
12 pick-up location.

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

15       “(c) For prescheduled rides, the compensation rates shall apply to passenger platform  
16 time and any time the driver spends waiting at the passenger pick-up location after the  
17 prescheduled time of arrival.

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

23       “(5) When a transportation network company applies a surcharge to a dispatched trip,  
24 the transportation network company shall compensate the driver, in addition to the amounts  
25 due under subsection (2) of this section, an amount that is not less than 80 percent of the  
26 total passenger fare.

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

33       “(b) Notwithstanding any adjustment made under paragraph (a) of this subsection, in the  
34 case of an adjustment to the minimum wage rates required for employees by ORS 653.025  
35 that exceeds the rate specified in subsection (2) of this section, the Commissioner of the  
36 Bureau of Labor and Industries shall adjust the minimum compensation rates specified under  
37 subsection (2) of this section by the rate of increase of the state minimum wage, calculated  
38 to the nearest cent.

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

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

45       “(8)(a) A transportation network company may not withhold, deduct or divert any portion

1 of a driver's compensation unless:

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

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

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

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

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

13 "(F) The deduction is authorized under ORS 18.736, provided the deduction does not re-  
14 duce the driver's compensation below the minimum compensation rates required under sub-  
15 section (2) of this section.

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

20 "(i) The driver has voluntarily signed the agreement;

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

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

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

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

28 "(b) When a transportation network company deducts an amount from a driver's com-  
29 pensation as required or authorized by law or agreement, the transportation network com-  
30 pany shall pay the amount deducted to the appropriate recipient as required by the law or  
31 agreement. The transportation network company shall pay the amount deducted within the  
32 time required by the law or the agreement or, if the time for payment is not specified by the  
33 law or agreement, within seven days after the date the compensation from which the de-  
34 ductions are made are due. Failure to pay the amount as required constitutes an unlawful  
35 deduction.

36 "(c) This section does not:

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

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

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

**“SICK LEAVE**

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

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

**“(b) A transportation network company:**

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

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

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

**“(4)(a) A driver is eligible to use sick time upon recording 90 hours of passenger platform time on the transportation network company’s driver platform and may use sick time as it is accrued.**

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

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

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

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

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

**“(1) For a driver’s mental or physical illness, injury or health condition, need for medical diagnosis, care or treatment of a mental or physical illness, injury or health condition or need for preventive medical care.**

**“(2) For care of a family member with a mental or physical illness, injury or health condition, care of a family member who needs medical diagnosis, care or treatment of a**

1 mental or physical illness, injury or health condition or care of a family member who needs  
2 preventive medical care.

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

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

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

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

9 “(c) Grieving the death of the family member.

10 “(5) Notwithstanding the definitions of ‘covered employer’ or ‘eligible employee’ under  
11 ORS 659A.270, for any purpose described under ORS 659A.272.

12 “(6) To donate accrued sick time to another driver if the other driver uses the donated  
13 sick time for a purpose specified in this section and the transportation network company has  
14 a policy that allows a driver to donate sick time to another driver for a purpose specified in  
15 this section.

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

18 “(a) An order by a public official prohibiting the provision of network services due to a  
19 public health emergency;

20 “(b) A determination by a lawful public health authority or by a health care provider that  
21 the presence of the driver or the family member of the driver in the community would  
22 jeopardize the health of others, such that the driver must provide self-care or care for the  
23 family member; or

24 “(c) The exclusion of the driver from the workplace under any law or rule that requires  
25 the transportation network company to exclude the driver from the workplace for health  
26 reasons.

27 “(8) During a period of a driver’s account deactivation or other status that prevents the  
28 driver from performing network services on the transportation network company’s digital  
29 network.

30 “SECTION 5. Minimum use increments; notice to transportation network company. (1)  
31 Upon request of a driver with accrued sick time available, a transportation network company  
32 must allow the driver to use sick time. If possible, the driver shall include the anticipated  
33 duration of the sick time requested in the request.

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

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

37 “(b) The Commissioner of the Bureau of Labor and Industries shall adopt rules that  
38 prescribe the minimum criteria for the system to ensure that drivers have sufficient infor-  
39 mation to understand and readily access their sick time. The minimum criteria may include,  
40 but need not be limited to:

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

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

43 “(C) Information regarding accrued sick time balances; and

44 “(D) Information regarding how a driver’s current average hourly compensation rate was  
45 calculated for a particular period.

1 “(4) A transportation network company may require the driver to comply with the  
2 transportation network company’s usual and customary notice and procedural requirements  
3 for absences or for requesting time off provided that those requirements do not interfere  
4 with the ability of the driver to use sick time.

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

8 “(b) If the need to use sick time is unforeseeable, the driver shall provide notice to the  
9 transportation network company as soon as practicable and must comply generally with the  
10 transportation network company’s notice or procedural requirements for requesting or re-  
11 porting other time off provided that those requirements do not interfere with the ability of  
12 the driver to use sick time.

13 “(6) A transportation network company may require verification from a health care  
14 provider or certification of the need for leave for a purpose described under section 4 of this  
15 2025 Act in the same manner and to the same extent permitted under ORS 653.626. If a  
16 transportation network company requires verification or certification under this subsection,  
17 the transportation company shall compensate a driver for the use of sick time not later than  
18 the driver’s next regularly scheduled date of compensation following the transportation net-  
19 work company’s receipt of the requested verification or certification.

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

23 “(8) A transportation network company shall compensate a driver for any amount of sick  
24 time used by the driver at the time of the driver’s next regularly scheduled date of com-  
25 pensation but not later than 14 days following the date on which the driver used sick time.

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

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

29 “(b) The average hourly compensation rate based on passenger platform time for the  
30 calendar month in which the sick time is used.

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

32 “(d) Written notice of the requirements of this section and sections 3, 4 and 5 of this 2025  
33 Act in accordance with rules adopted by the Commissioner of the Bureau of Labor and In-  
34 dustries.

35 “(2) The notices provided under this section must be written in the five most commonly  
36 spoken languages in this state.

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

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

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

45 “(a) Deny, interfere with, restrain or fail to pay for sick time to which a driver is entitled



under sections 3, 4 and 5 of this 2025 Act;

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

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

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

#### “TRIP RECEIPTS AND EARNINGS DOCUMENTATION

“SECTION 8. Driver and passenger receipts. (1) A transportation network company must provide each driver and passenger with dispatched trip receipt data as provided in this section.

“(2) Within 24 hours of a driver’s completion of a dispatched trip, a transportation network company shall:

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

“(A) The total amount of passenger platform time.

“(B) The total amount of passenger platform miles.

“(C) The passenger fare.

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

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

“(F) Tip amounts, if any.

“(G) The driver’s gross payment.

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

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

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

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

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

“(b) Transmit, on behalf of the driver, an electronic receipt containing the following information to each passenger who paid a passenger fare:

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

“(B) General details regarding the passenger pick-up and passenger drop-off location

1 that, at a minimum, provide the specific block number at which the passenger pick-up and  
2 passenger drop-off occurred. Nothing in this paragraph prohibits a transportation network  
3 company from describing the details of the passenger pick-up and passenger drop-off with a  
4 greater level of specificity.

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

6 “(D) The driver’s first name.

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

8 “(F) Tip amounts paid, if any.

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

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

13 “(a) The driver’s total passenger platform time.

14 “(b) Total driver’s total passenger platform miles.

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

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

18 “(e) The driver’s gross payment, itemized by:

19 “(A) Rate per minute;

20 “(B) Rate per mile; and

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

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

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

25 “(h) The total amount of passenger fares.

26 “(4) A transportation network company shall make the dispatched trip receipt informa-  
27 tion described under subsection (2) of this section available to drivers in a single  
28 downloadable and searchable electronic file format. A transportation network company shall  
29 maintain the information for not less than three years after the date on which the trans-  
30 portation network company first issues the information to a driver and make the informa-  
31 tion available for examination by the driver.

#### 32 33 “RECORDKEEPING

34  
35 “SECTION 9. Transportation network company recordkeeping. Each transportation  
36 network company shall:

37 “(1) Keep and maintain records necessary to demonstrate compliance with sections 2, 3,  
38 5, 6 and 8 of this 2025 Act;

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

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

#### 43 44 “DRIVER PROTECTIONS



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

7       “(b) Civil penalties under this subsection shall be imposed in the manner provided in ORS  
8 183.745.

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

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

21       “(6) Notwithstanding any other provision of law, a driver’s classification status as an  
22 independent contractor or an employee shall not limit, restrict, diminish or constrain a  
23 driver’s right to pursue a remedy under this section.

24       “SECTION 14. Minimum requirements. (1) Sections 1 to 14 and 15 of this 2025 Act es-  
25 tablish minimum requirements pertaining to compensation, benefits and protections for  
26 drivers.

27       “(2) Nothing in sections 1 to 14 and 15 of this 2025 Act shall be construed to limit or  
28 otherwise affect the applicability of any transportation network company policy, standard,  
29 contract or other agreement that provides compensation and drivers protections that are  
30 more generous than the minimum requirements of sections 1 to 14 and 15 of this 2025 Act  
31 for the benefit of workers.

#### 32 33                   “JUST CAUSE FOR ACCOUNT DEACTIVATIONS 34

35       “SECTION 15. Just cause standard. (1) As used in this section:

36       “(a) ‘Account deactivation,’ ‘driver’ and ‘transportation network company’ have the  
37 meanings given those terms in section 1 of this 2025 Act.

38       “(b) ‘Fair and objective investigation’ means an investigation that:

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

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

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

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

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

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

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

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

10       “(C) The transportation network company has conducted a fair and objective investi-  
11 gation into the alleged misconduct;

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

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

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

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

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

25       “SECTION 16. Civil action for violation of just cause. (1) A driver may bring a civil action  
26 against a transportation network company that issues an account deactivation against a  
27 driver in violation of the just cause standard under section 15 of this 2025 Act for economic  
28 and noneconomic damages, as defined in ORS 31.705, and for injunctive or other equitable  
29 relief.

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

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

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

36  
37                                   “CAPTIONS

38  
39       “SECTION 18. Captions. The unit and section captions used in this 2025 Act are provided  
40 only for the convenience of the reader and do not become part of the statutory law of this  
41 state or express any legislative intent in the enactment of this 2025 Act.

42  
43                                   “OPERATIVE DATE

44  
45       “SECTION 19. Operative date. Sections 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13 and 14 of this 2025

1 Act become operative on January 1, 2026.

2

3

**“EFFECTIVE DATE**

4

5 **“SECTION 20. Effective date. This 2025 Act being necessary for the immediate preserva-**  
6 **tion of the public peace, health and safety, an emergency is declared to exist, and this 2025**  
7 **Act takes effect July 1, 2025.”**

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