

SB 1166-3
(LC 4186)
5/22/25 (JAS/ps)

Requested by Senator JAMA

**PROPOSED AMENDMENTS TO
SENATE BILL 1166**

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.

1 “(b) ‘Available platform time’ does not mean any period of dis-
2 patched platform time or passenger platform time.

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

8 “(5) ‘Compensation’ includes any of the following payments made
9 to a driver by a transportation network company for the driver’s pro-
10 vision of network services:

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

12 “(b) Bonuses.

13 “(c) Incentive payments.

14 “(d) Tips.

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

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

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

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

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

26 “(b) ‘Dispatched platform time’ does not include any period of pas-
27 senger platform time.

28 “(9) ‘Dispatched trip’ means the total duration that a driver spends
29 completing a ride starting from the time a driver accepts a real-time
30 request to retrieve a passenger from a passenger pick-up location and

1 ending at the passenger drop-off location.

2 “(10) ‘Driver’ means an individual who uses a personal motor vehi-
3 cle to provide network services that are facilitated through a trans-
4 portation network company’s driver platform.

5 “(11) ‘Driver platform’ means the driver-facing digital network uti-
6 lized by a driver to manage the activities related to the network ser-
7 vices provided by the driver.

8 “(12) ‘Family member’ means:

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

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

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

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

14 “(e) A grandparent of a driver or the grandparent’s spouse or do-
15 mestic partner;

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

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

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

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

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

30 “(a) That is provided to a driver by a transportation network com-

pany;

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

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

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

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

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

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

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

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

“(22) ‘Personal motor vehicle’ means a motor vehicle that is authorized by a transportation network company for use by a driver for

1 purposes of providing network services in connection with the trans-
2 portation network company.

3 “(23) ‘Prescheduled ride’ means prearranged network services that
4 an individual schedules in advance before the actual time of travel to
5 ensure that a driver will be available at a designated pick-up time and
6 date.

7 “(24) ‘Shared passenger platform time’ means passenger platform
8 time for shared rides that commences at the first passenger pick-up
9 location and ends at the last passenger drop-off location.

10 “(25) ‘Shared ride’ means a dispatched trip that passengers may
11 request through the digital network that permits multiple passengers
12 to travel together in the same personal motor vehicle and share the
13 costs of the dispatched trip.

14 “(26) ‘Sick time’ means the leave time that is provided by a trans-
15 portation network company to a driver for a reason authorized under
16 section 4 of this 2025 Act.

17 “(27) ‘Single downloadable and searchable electronic file format’
18 means a single, aggregated electronic portable document format or
19 comma-separated values file that is downloadable and searchable and
20 that contains a table with each row representing a unique dispatched
21 trip and each column corresponding to an individual itemized element
22 from the trip receipt associated with the dispatched trip.

23 “(28) ‘Surcharge’ means any additional charge that is added to a
24 passenger fare that exceeds 120 percent of the minimum compensation
25 rates provided under section 2 of this 2025 Act.

26 “(29) ‘Tips’ means a verifiable sum presented by a passenger as a
27 gratuity in recognition of a driver’s provision of network services.

28 “(30) ‘Total earnings’ includes bonuses, incentive payments and
29 compensation, but does not include tips.

30 “(31) ‘Transportation network company’ has the meaning given that

1 term in ORS 742.518.

2
3 **“COMPENSATION**

4
5 **“SECTION 2. Compensation rates. (1) Except as otherwise provided**
6 **in this section, a transportation network company may not compen-**
7 **sate a driver at a rate that is less than the compensation rates speci-**
8 **fied in this section.**

9 **“(2) For each dispatched trip, a transportation network company**
10 **shall compensate a driver at the greater of the following rates:**

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

12 **“(B) \$1.34 per passenger platform mile for all driven passenger**
13 **platform miles; or**

14 **“(b) \$6.00 per dispatched trip.**

15 **“(3) The compensation rates provided under subsection (2) of this**
16 **section shall apply as follows:**

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

19 **“(A) All passenger platform time and passenger platform miles.**

20 **“(B) All dispatched platform time and miles driven during that**
21 **dispatched platform time that occur after the elapse of nine minutes**
22 **of dispatched platform time.**

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

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

30 **“(E) Dispatched trips that are cancelled because the expected pas-**

1 senger fails to appear at the passenger pick-up location within five
2 minutes of the driver's arrival at the passenger pick-up location.

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

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

9 “(4) When an individual requests network services to accommodate
10 more than four passengers in a single personal motor vehicle, the
11 transportation network company shall pay the driver, in addition to
12 any other amounts due as compensation under subsection (2) of this
13 section, an amount equal to 150 percent of the compensation due under
14 subsection (2) of this section.

15 “(5) When a transportation network company applies a surcharge
16 to a dispatched trip, the transportation network company shall com-
17 pensate the driver, in addition to the amounts due under subsection
18 (2) of this section, an amount that is not less than 80 percent of the
19 total passenger fare.

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

28 “(b) Notwithstanding any adjustment made under paragraph (a) of
29 this subsection, in the case of an adjustment to the minimum wage
30 rates required for employees by ORS 653.025 that exceeds the rate

1 specified in subsection (2) of this section, the Commissioner of the
2 Bureau of Labor and Industries shall adjust the minimum compen-
3 sation rates specified under subsection (2) of this section by the rate
4 of increase of the state minimum wage, calculated to the nearest cent.

5 “(7)(a) A transportation network company shall remit to drivers all
6 tips. Tips paid to a driver are in addition to, and may not count to-
7 ward, the minimum compensation rates required under subsection (2)
8 of this section.

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

13 “(8)(a) A transportation network company may not withhold, de-
14 duct or divert any portion of a driver’s compensation unless:

15 “(A) The transportation network company is required to do so by
16 law.

17 “(B) The deductions are voluntarily authorized in writing by the
18 driver, are for the driver’s benefit and are recorded in the transpor-
19 tation network company’s books.

20 “(C) The driver has voluntarily signed an authorization for a de-
21 duction for any other item, provided that the ultimate recipient of the
22 money withheld is not the transportation network company and that
23 the deduction is recorded in the transportation network company’s
24 books.

25 “(D) The deduction is authorized by a collective bargaining agree-
26 ment to which the transportation network company is a party.

27 “(E) The deduction is authorized in writing by the driver to be
28 contributed by the driver to charitable organizations, including con-
29 tributions made pursuant to ORS 663.110.

30 “(F) The deduction is authorized under ORS 18.736, provided the

1 deduction does not reduce the driver's compensation below the mini-
2 mum compensation rates required under subsection (2) of this section.

3 “(G) The deduction is made from the payment of compensation
4 upon termination and is authorized pursuant to a written agreement
5 between the driver and transportation network company for the re-
6 payment of a loan made to the driver by the transportation network
7 company, if all of the following conditions are met:

8 “(i) The driver has voluntarily signed the agreement;

9 “(ii) The loan was paid to the driver in cash or other medium per-
10 mitted by ORS 652.110;

11 “(iii) The loan was made solely for the driver's benefit and was not
12 used, either directly or indirectly, for any purpose required by the
13 transportation network company or connected with the driver's net-
14 work services with the transportation network company;

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

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

19 “(b) When a transportation network company deducts an amount
20 from a driver's compensation as required or authorized by law or
21 agreement, the transportation network company shall pay the amount
22 deducted to the appropriate recipient as required by the law or agree-
23 ment. The transportation network company shall pay the amount de-
24 ducted within the time required by the law or the agreement or, if the
25 time for payment is not specified by the law or agreement, within
26 seven days after the date the compensation from which the deductions
27 are made are due. Failure to pay the amount as required constitutes
28 an unlawful deduction.

29 “(c) This section does not:

30 “(A) Prohibit deductions by checkoff dues to labor organizations or

1 service fees when the deductions are not otherwise prohibited by law;
2 or

3 “(B) Diminish or enlarge the right of any person to assert and en-
4 force a lawful setoff or counterclaim or to attach, take, reach or apply
5 a driver’s compensation on due legal process.

6 “(9) In addition to any other sanctions provided by law, a violation
7 of this section is an unlawful practice. A driver alleging an unlawful
8 practice under this section may file a complaint with the Commis-
9 sioner of the Bureau of Labor and Industries in the manner provided
10 by ORS 659A.820.

11
12 **“SICK LEAVE**
13

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

18 **“(2)(a) Except as otherwise provided in this section, a driver shall**
19 **begin to earn and accrue sick time on the first day the driver is au-**
20 **thorized to perform network services with a transportation network**
21 **company. The driver may carry over up to 40 hours of unused sick**
22 **time from one year to a subsequent year. If a driver carries over un-**
23 **used sick time to a subsequent year, accrual of sick time in the sub-**
24 **sequent year must be in addition to the hours accrued and carried over**
25 **from the previous year.**

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

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

29 **“(B) May adopt a policy that limits a driver to using no more than**
30 **40 hours of sick time in a year.**

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

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

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

14 “(c) A transportation network company shall pay a driver for ac-
15 crued paid sick time used at a rate that is equal to the average hourly
16 compensation rate.

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

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

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

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

5 **“(2) For care of a family member with a mental or physical illness,**
6 **injury or health condition, care of a family member who needs medical**
7 **diagnosis, care or treatment of a mental or physical illness, injury or**
8 **health condition or care of a family member who needs preventive**
9 **medical care.**

10 **“(3) To care for a child of the driver who is suffering from an ill-**
11 **ness, injury or condition that requires home care or who requires**
12 **home care due to the closure of the child’s school or child care pro-**
13 **vider as a result of a public health emergency.**

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

15 **“(a) Attending the funeral or alternative to a funeral of the family**
16 **member;**

17 **“(b) Making arrangements necessitated by the death of the family**
18 **member; or**

19 **“(c) Grieving the death of the family member.**

20 **“(5) Notwithstanding the definitions of ‘covered employer’ or ‘eligi-**
21 **ble employee’ under ORS 659A.270, for any purpose described under**
22 **ORS 659A.272.**

23 **“(6) To donate accrued sick time to another driver if the other**
24 **driver uses the donated sick time for a purpose specified in this section**
25 **and the transportation network company has a policy that allows a**
26 **driver to donate sick time to another driver for a purpose specified in**
27 **this section.**

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

30 **“(a) An order by a public official prohibiting the provision of net-**

1 work services due to a public health emergency;

2 “(b) A determination by a lawful public health authority or by a
3 health care provider that the presence of the driver or the family
4 member of the driver in the community would jeopardize the health
5 of others, such that the driver must provide self-care or care for the
6 family member; or

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

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

13 “SECTION 5. Minimum use increments; notice to transportation
14 network company. (1) Upon request of a driver with accrued sick time
15 available, a transportation network company must allow the driver to
16 use sick time. If possible, the driver shall include the anticipated du-
17 ration of the sick time requested in the request.

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

20 “(3)(a) A transportation network company shall establish an acces-
21 sible system for drivers to request and use sick time. The system must
22 be available to drivers on the driver platform.

23 “(b) The Commissioner of the Bureau of Labor and Industries shall
24 adopt rules that prescribe the minimum criteria for the system to en-
25 sure that drivers have sufficient information to understand and readily
26 access their sick time. The minimum criteria may include, but need
27 not be limited to:

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

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

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

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

4 “(4) A transportation network company may require the driver to
5 comply with the transportation network company’s usual and cus-
6 tomary notice and procedural requirements for absences or for re-
7 questing time off provided that those requirements do not interfere
8 with the ability of the driver to use sick time.

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

13 “(b) If the need to use sick time is unforeseeable, the driver shall
14 provide notice to the transportation network company as soon as
15 practicable and must comply generally with the transportation net-
16 work company’s notice or procedural requirements for requesting or
17 reporting other time off provided that those requirements do not in-
18 terfere with the ability of the driver to use sick time.

19 “(6) A transportation network company may require verification
20 from a health care provider or certification of the need for leave for
21 a purpose described under section 4 of this 2025 Act in the same man-
22 ner and to the same extent permitted under ORS 653.626. If a trans-
23 portation network company requires verification or certification under
24 this subsection, the transportation company shall compensate a driver
25 for the use of sick time not later than the driver’s next regularly
26 scheduled date of compensation following the transportation network
27 company’s receipt of the requested verification or certification.

28 “(7) A driver who accepts and completes a dispatched trip during a
29 period for which the driver requested to use sick time shall be pre-
30 sumed not to have used sick time for the duration of that trip.

1 “(8) A transportation network company shall compensate a driver
2 for any amount of sick time used by the driver at the time of the
3 driver’s next regularly scheduled date of compensation but not later
4 than 14 days following the date on which the driver used sick time.

5 “SECTION 6. Accrual amount records. (1) A transportation network
6 company shall provide to each driver, on a weekly basis, written no-
7 tification of the following:

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

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

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

13 “(d) Written notice of the requirements of this section and sections
14 3, 4 and 5 of this 2025 Act in accordance with rules adopted by the
15 Commissioner of the Bureau of Labor and Industries.

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

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

21 “(4) Health information of a driver related to sick time is confi-
22 dential and may not be released without the permission of the driver.
23 Information pertaining to leave for a purpose described under section
24 4 (5) of this 2025 Act is confidential to the same extent that such in-
25 formation is confidential under ORS 659A.280.

26 “SECTION 7. Unlawful practices. (1) It is an unlawful practice for
27 a transportation network company or any other person to:

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

30 “(b) Retaliate or in any way discriminate against a driver with re-

1 spect to any term or condition of providing network services because
2 the driver has inquired about the provisions of sections 3, 4, 5 and 6
3 of this 2025 Act, submitted a request for sick time, taken sick time,
4 participated in any manner in an investigation, proceeding or hearing
5 related to this section, or invoked any provision of this section; or

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

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

12 13 “TRIP RECEIPTS AND EARNINGS DOCUMENTATION

14
15 “SECTION 8. Driver and passenger receipts. (1) A transportation
16 network company must provide each driver and passenger with dis-
17 patched trip receipt data as provided in this section.

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

20 “(a) Issue to the driver dispatched trip receipts containing the fol-
21 lowing information for each completed trip:

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

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

24 “(C) The passenger fare.

25 “(D) The amount of dispatched platform time, passenger platform
26 time and passenger platform miles subject to the minimum compen-
27 sation rates under section 2 of this 2025 Act.

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

1 “(F) Tip amounts, if any.

2 “(G) The driver’s gross payment.

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

4 “(I) An itemized statement of deductions for fees, tolls, commis-
5 sions, lease fees and other charges.

6 “(J) Whether a personal motor vehicle with the capacity to trans-
7 port more than four passengers was needed for the dispatched trip.

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

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

15 “(b) Transmit, on behalf of the driver, an electronic receipt con-
16 taining the following information to each passenger who paid a pas-
17 senger fare:

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

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

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

26 “(D) The driver’s first name.

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

29 “(F) Tip amounts paid, if any.

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

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

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

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

7 **“(c) The amount of dispatched platform time, passenger platform**
8 **time and passenger platform miles subject to the minimum compen-**
9 **sation rates under section 2 of this 2025 Act.**

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

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

12 **“(A) Rate per minute;**

13 **“(B) Rate per mile; and**

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

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

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

20 **“(h) The total amount of passenger fares.**

21 **“(4) A transportation network company shall make the dispatched**
22 **trip receipt information described under subsection (2) of this section**
23 **available to drivers in a single downloadable and searchable electronic**
24 **file format. A transportation network company shall maintain the in-**
25 **formation for not less than three years after the date on which the**
26 **transportation network company first issues the information to a**
27 **driver and make the information available for examination by the**
28 **driver.**

29
30 **“RECORDKEEPING**

1 **“SECTION 9. Transportation network company recordkeeping.**

2 **Each transportation network company shall:**

3 **“(1) Keep and maintain records necessary to demonstrate compli-**
4 **ance with sections 2, 3, 5, 6 and 8 of this 2025 Act;**

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

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

9
10 **“DRIVER PROTECTIONS**

11
12 **“SECTION 10. Notice of rights. Each transportation network com-**
13 **pany shall provide a written notice of rights to every driver who pro-**
14 **vides transportation services in connection with the transportation**
15 **network company. The notice shall:**

16 **“(1) Be written in plain language and in the five most commonly**
17 **spoken languages in this state; and**

18 **“(2) Include information regarding a driver’s right to:**

19 **“(a) Receive compensation in accordance with the standards under**
20 **section 2 of this 2025 Act;**

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

23 **“(c) Be free from retaliation for inquiring about or exercising the**
24 **rights afforded to drivers under sections 1 to 14 of this 2025 Act; and**

25 **“(d) Pursue remedies in accordance with section 13 of this 2025 Act.**

26 **“SECTION 11. Retaliation. It is an unlawful practice under ORS**
27 **chapter 659A for a transportation network company to retaliate or**
28 **take adverse action against a driver for inquiring about or exercising**
29 **any right afforded to the driver under sections 1 to 14 of this 2025 Act.**

1 ing to be aggrieved by an unlawful practice in violation of sections 1
2 to 14 of this 2025 Act may file a complaint with the Commissioner of
3 the Bureau of Labor and Industries in the manner provided by ORS
4 659A.820 or bring a civil action under ORS 659A.885.

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

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

14 “(4) Notwithstanding subsection (3) of this section, the commis-
15 sioner shall waive 50 percent of any civil penalty imposed on a trans-
16 portation network company by order under this section if the
17 transportation network company provides evidence satisfactory to the
18 commissioner that the transportation network company paid the full
19 remedy due, not including any civil penalty, within 14 days after the
20 order imposing the civil remedy became final by operation of law or
21 on appeal.

22 “(5) Not later than April 30 of each year, the Commissioner of the
23 Bureau of Labor and Industries shall calculate an adjustment to the
24 penalty amount specified in this section based upon the increase, if
25 any, from the preceding year to March of the year in which the cal-
26 culation is made in the U.S. City Average Consumer Price Index for
27 All Urban Consumers, West Region (All Items) as prepared by the
28 Bureau of Labor Statistics of the United States Department of Labor
29 or its successor.

30 “(6) Notwithstanding any other provision of law, a driver’s classi-

1 fication status as an independent contractor or an employee shall not
2 limit, restrict, diminish or constrain a driver’s right to pursue a rem-
3 edy under this section.

4 **“SECTION 14. Minimum requirements.** (1) Sections 1 to 14 and 15
5 of this 2025 Act establish minimum requirements pertaining to com-
6 pensation, benefits and protections for drivers.

7 **“(2) Nothing in sections 1 to 14 and 15 of this 2025 Act shall be**
8 **construed to limit or otherwise affect the applicability of any trans-**
9 **portation network company policy, standard, contract or other agree-**
10 **ment that provides compensation and drivers protections that are**
11 **more generous than the minimum requirements of sections 1 to 14 and**
12 **15 of this 2025 Act for the benefit of workers.**

13
14 **“JUST CAUSE FOR ACCOUNT DEACTIVATIONS**
15

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

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

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

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

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

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

27 **“(c) ‘Progressive discipline system’ means a disciplinary system**
28 **under which disciplinary measures involve graduated and propor-**
29 **tionate responses to a driver’s misconduct or failure to comply with**
30 **the policies of the transportation network company.**

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

4 “(a) A transportation network company issues an account deacti-
5 vation for just cause only if all of the following conditions are satis-
6 fied:

7 “(A) Prior to the issuance of an account deactivation, the trans-
8 portation network company has notified the driver of policies ex-
9 plaining the circumstances and conduct that warrant account
10 deactivation;

11 “(B) The transportation network company’s policies regarding ac-
12 count deactivation are applied consistently among drivers in similar
13 circumstances;

14 “(C) The transportation network company has conducted a fair and
15 objective investigation into the alleged misconduct;

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

18 “(E) The policies or rules of the transportation network company
19 regarding account deactivation are reasonably related to ensuring safe
20 and efficient operations;

21 “(F) Any account deactivation imposed by the transportation net-
22 work company is taken in accordance with a progressive discipline
23 system that has been adopted by the transportation network company;
24 and

25 “(G) Any account deactivation imposed by the transportation net-
26 work company is reasonably related to the alleged misconduct and
27 takes into account any mitigating circumstances and the driver’s prior
28 work history with the transportation network company.

29 “(b) The transportation network company has the burden of estab-
30 lishing by clear and convincing evidence that any account deactivation

1 for just cause meets the conditions set forth in paragraph (a) of this
2 subsection.

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

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

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

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

16
17 **“CAPTIONS**
18

19 **“SECTION 18. Captions.** The unit and section captions used in this
20 2025 Act are provided only for the convenience of the reader and do
21 not become part of the statutory law of this state or express any leg-
22 islative intent in the enactment of this 2025 Act.

23
24 **“OPERATIVE DATE**
25

26 **“SECTION 19. Operative date.** Sections 2, 3, 4, 5, 6, 7, 8, 9, 10, 11,
27 12, 13 and 14 of this 2025 Act become operative on January 1, 2026.

28
29 **“EFFECTIVE DATE**
30

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

SB 1166-3 5/22/25
Proposed Amendments to SB 1166