

April 24, 2025

Attn: Oregon State Senate Rules Committee  
Oregon State Capitol  
900 Court Street NE  
Salem, Oregon 97301

RE: SB 1166

Chair Jama, Vice-Chair Bonham, and members of the committee:

I had worked for Uber 8 years and Lyft a few others. I maintained a high customer satisfaction and often told Uber or Lyft to raise our pay rates and asked that they be more transparent. Unbeknownst to me, Lyft did a background check out of their typical cycle, my birthday, and they terminated me without explanation or an allotment of time to correct any errors. It was Christmas week. Then in 2023, Uber did the same thing. Christmas week, no notification that they had been running background checks almost daily. I found out because I disagree that the information, although public, should have been used against me. I disagreed with Uber and the background check companies used. Both rideshare companies terminated me for a 30-year-old criminal case that was resolved 30 years ago. It was a longstanding rule in the state of the offense that one could not request an expungement. For eight years of working for Uber, this case appeared in all of my background checks. I was permitted to drive and provide services each time my hire date anniversary and annual background check was performed. However, after multiple attempts by Uber's background systems they terminated me for it.

I appealed, but no one at Uber would own the termination decision or rule definitions. I applied for unemployment, and Uber never responded to the unemployment office, so I never got paid while I looked for other work. What makes this even more ridiculous is that I applied to TriMet as a UZURV LIFT driver. I found their hiring processes more stringent, more comprehensive, and more equitable. I would suggest setting TriMet's higher standards to other rideshare companies doing business in Oregon. For the TriMet driver role I work with vulnerable individuals. How is it Uber and Lyft are allowed to screen in a 30-year-old criminal case, with no other issues, while the more stringent TriMet does not consider it? The laws should apply to employment equally. I feel I am punished over and over again for a crime I was punished for 30 years ago. I fulfilled my obligation back then. In choosing the standards of TriMet's UZURV format, drivers are monitored and evaluated constantly including random drug tests.

The other thing is that UZURV pays more. In addition to these things, I've learned from the layoff that other companies where I use my car and cell phone to work, pay for my cell phone use and higher per-mile rates. There are also higher insurance rates for

delivering packages, while driving people has a lower insurance rate. But the liability of driving people is greater than a lost box.

Drivers should have educational resources about different business types, like sole proprietorship vs limited liability companies. In addition to that type of education, drivers should have been given resources for tax filings and tools the state has for managing an account for future taxes, workers comp, social security and more. Resources even to this day are limited or by word of mouth. Rideshares should definitely be held accountable. I'd also like to point out that rideshare companies should be paying driver's taxes as they are employees.

The evolution of driver-provided information has changed, but more for the benefit of the rideshare companies. For instance, we used to get the total of passenger fares, with the annual breakdown of taxes and fees paid out of those fares we collected, in addition to any regulatory fees. Now drivers only see the value of what they pocket, no longer seeing what's paid in rideshares' city and state fees. This also reminds me of the surge pricing. Customers pay more, but drivers don't get paid the difference, nor does the state or city.

When I was hired by Uber in the beginning, I began as an independent business person agreeing to allow this rideshare company to book my rides and advertise for a fee I agreed on. But over time, that agreed-on 80/20 split was removed, hidden, and changed to the reverse, where my 80% was now 20%.

Not only have these issues troubled me, there are so many more things you as our lawmakers can do to change these companies to reasonable employers.

I loved the job, but hated the need for newer cars, always looking for the best money-making fares, and the best events for rider tips. When the rates dropped, a more efficient car was needed, which for a hybrid or full electric it was \$10,000 more per car. When gas prices go up, drivers are not compensated. When inclement weather hits, drivers are not certified snow, ice, and rain drivers. Same for AWD, 4-wheel drive, or the types of tires on the car. All of those are extra costs to a driver and are not compensated by the rideshares. Drivers are out all those expenses without any acknowledgement or compensation from rideshare.

For these reasons, I'm asking you to hold the rideshare companies to a higher standard. Sorry for any typos or run-on sentences. I feel this is so important to voice and get in that some things were overlooked. Thank You for taking the time to hear us.

Sincerely,

Lori Hules

Lyft, Uber UZURV, and LIFT by TriMet driver