

TNC Committee  
**Policy Recommendations (initial)**  
John Budd  
November 30, 2023

## **1. Minimum compensation standards**

I think I'm in favor of a guaranteed minimum pay of \$\_\_\_\_\_ per hour while in P2 and P3 rather than a miles and minutes minimum while in P3 because of its simplicity. I've spent a lot of time trying to figure out the equivalence between the two approaches and the \$24 minimum proposed by Uber seems very low compared to, for example, Washington's miles and minutes floors but it depends on how much time is spent in P2 (a lot of time in P2 makes the per hour approach more generous because it's being compensated, little time in P2 makes the per trip approach more generous because drivers can quickly get another trip and avoid uncompensated P2 time). So my proposal:

**Guaranteed minimum pay of \$26 per hour while in P2 and P3 (same as New York outside of NYC).**

But I'll be looking forward to hearing more about the rationales for different approaches and assumptions that underlie different calculations.

Regardless of the approach, I think the rates need to be adjusted annually to reflect inflation (changes in the CPI-U seem like a natural benchmark). This could be partly tied to the Gasoline subcomponent if desired, though this would also make it more complicated.

**Beginning July 1, 2025, and each July 1 thereafter, the minimum compensation amount(s) must be adjusted annually by the percentage increase, if any, in the Consumer Price Index for all urban consumers published by the United States Department of Labor. If the Consumer Price Index declines, there will not be a decrease in the minimum(s).**

I also propose that we discuss paid sick time accrual. The NY settlement provides for accrual at 1 hour per every 30 hours of P2 and P3 time up to a maximum of 56 hours. For regular employees, the Minneapolis ordinance provides 1 hour for every 30 hours worked up to a max of 48 hours. This could be paid out using the driver's average earnings. So proposal:

**Accrual of 1 hour paid sick leave per every 30 hours of P2 and P3 time up to a maximum of 48 hours, paid out at the driver's average earnings for the previous quarter.**

## **2. Deactivation procedures that provide due process**

From the vetoed Minnesota bill:

**A TNC must provide the driver with a written basis for any proposed deactivation or other sanction, including the alleged infraction and the rule or rules the TNC alleges have been violated. The driver has a right to a meeting with the TNC to reconsider the deactivation. The deactivated driver must have an opportunity to present their position and any other relevant information or witnesses regarding the alleged rule violation. The TNC must consider any information presented by the driver. For a deactivation to be upheld, there must be evidence under the totality of the circumstances to find that it is more likely than not that a rule violation subjecting the driver to deactivation has occurred. A traffic ticket or other traffic or criminal charge alone is not conclusive of a rule violation unless there has been a conviction.**

To which I would also add the right to be accompanied by an advocate, and the right to appeal to a [Driver deactivation review panel](#).

3. Driver support

Not sure.

4. Pay transparency

Would like to hear whether the companies have concern with the transparency language that was in the [vetoed Minnesota bill](#). So that's my starting proposal.

5. Insurance

My proposal is from [Washington State](#):

**As of \_\_\_\_\_, rideshare companies must pay for and provide workers' compensation coverage for their drivers. The drivers are covered workers only while they are on dispatch platform time and passenger platform time.**