



Protect

~~App-Based Drivers~~

~~& Services~~

SILICON VALLEY PROFITS

Ballot Measure Protects Right of App-Based Rideshare and Delivery Drivers to ~~Choose Flexible Work as Independent Contractors~~

BE EXPLOITED BY BILLIONAIRES

TH



UBER, LYFT AND DOORDASH MAKE THIS PROBLEM WORSE BY PAYING DRIVERS POVERTY WAGES & NOT PAYING THEIR FAIR SHARE IN PAYROLL TAXES

of On-Demand Work by Establishing Historic New Earnings and Benefit Guarantees

SILICON VALLEY BOSSES



Imposes Strong Consumer and Public Safety Protections



Protects the Availability of App-Based Rideshare and Delivery Services for Consumers

PROBLEM:

Rideshare and Delivery Drivers Need ~~the Flexibility, of Independent Contracting Coupled with New Economic Guarantees and Protections, AND A UNION!~~

The state Legislature just passed a law that could threaten the freedom of Californians to earn income when, where and how they want as independent contractors on app-based rideshare and delivery network platforms.

Struggling with our state's high cost of living, seniors, students, working parents and many others rely on app-based platforms that facilitate rideshare and delivery services to earn extra money on a flexible schedule. The ~~new~~ law could take this flexibility away – potentially eliminating hundreds of thousands of work opportunities and forcing app-based workers into rigid employment schedules whether they prefer it or not.

ABS SAYS NOTHING ABOUT FLEXIBILITY THIS IS A THREAT FROM THE BOSSES

If rideshare and delivery drivers are forced to be classified as employees with set shifts, it could significantly limit the availability and affordability of these on-demand services that benefit consumers, small businesses and our economy. In addition, current law for independent contractors denies companies the ability to provide many workplace protections, such as guaranteed hourly earnings and benefits. State law also makes it difficult for rideshare and delivery service companies to implement many customer and public safety protections.

OUR SOLUTION >>



SOLUTION: *A DRIVER-LED UNION THAT FIGHTS FOR LIVING WAGES, BENEFITS, SAFETY, PROTECTION FROM DEACTIVATION, AND A BUSINESS MODEL THAT UPLIFTS EVERYONE!*

A coalition of drivers, small businesses, minority advocates and public safety advocates support the **Based Drivers & Services Act** that would:

➤ **Protect worker flexibility and independence.** The ballot measure would allow app-based rideshare and delivery drivers to work as independent contractors if certain criteria are met, such as having control over their own hours and when, where, how long they work, and the ability to work for multiple companies.

THAT'S \$17.10 IN LA COUNTY - CUT OUT HALF FOR EXPENSES, AND YOU'RE MAKING LESS THAN MINIMUM WAGE

➤ **Require new wage and benefit guarantees.** The measure requires app-based rideshare and delivery service companies to offer new protections and benefits for drivers, including:

- **Earnings Guarantee**, including:
 - Drivers always receive at least 120% of minimum wage, with the potential to earn more and no limits on how much drivers can make
 - 30 cents per mile for expenses such as gas and vehicle wear and tear
- **Healthcare stipend** consistent with employer contributions under the Affordable Care Act
 - Drivers begin earning the healthcare stipend after working 15 hours a week
 - Drivers who work 25 hours per week or more earn an amount equivalent to 82% of a Covered California Bronze health insurance plan
- **Occupational accident insurance to cover on-the-job injuries***
- **Automobile accident and liability insurance***
- **Protection against discrimination and sexual harassment***

THIS ONLY APPLIES DURING ENGAGED TIME & INCLUDES BONUSES

THE FEDERALLY MANDATED RATE FOR EMPLOYEES IS 58 CENTS PER MILE +

THIS DOES NOT APPLY TO VEHICLES OWNED, LEASED OR RENTED BY UBER/LYFT/DOORDASH

SO TAXPAYERS ARE STILL FOOTING 18% OF THE BILL FOR BILLION \$ BUSINESSES?

➤ **Implement new customer and public safety protections.** The measure would provide for:

- **Recurring background checks** of drivers*
- **Mandatory safety training** of drivers*
- **Zero tolerance** for alcohol and drug offenses*
- **A cap on driver hours** per day to prevent sleepy driving

**THEY SHOULD ALREADY BE DOING THIS???*

THEY NEVER CARED ABOUT SLEEPY DRIVING WHEN SETTING BONUS TARGETS

➤ **Protect access to affordable and convenient rideshare and delivery services.** By promoting worker flexibility and economic security, this ballot measure will protect the availability of rideshare and food and package delivery services that millions of Californians rely on. The measure also includes transportation services that reduce impaired and drunk driving, improve access for the disabled, and provide new transportation options for families who cannot afford a car.

40-50%+ OF EVERY TRIP GOES STRAIGHT IN THE COMPANY'S POCKET

This measure would also help protect the availability of delivery services that provide Californians with affordable and convenient access to food, grocery and package delivery services, while providing small businesses like restaurants, grocers and retailers new customers.

SMALL BUSINESSES FOLLOW THE RULES GIG COMPANIES DON'T

Learn more at www.ProtectDriversandServices.com

Ad paid for by ~~Protect App-Based Drivers & Services, a coalition of on-demand drivers and network companies, small businesses, community groups and public safety organizations.~~

\$90 MILLION FROM UBER, LYFT & DOORDASH