



City of Seattle  
Jenny A. Durkan, Mayor

# MAYOR DURKAN'S FARE SHARE PLAN

AN INVESTMENT IN FAIRNESS FOR WORKERS, TRANSIT, AND HOUSING NEAR TRANSIT.

## **THE PROBLEM:**

### **Uber and Lyft's Current Wage Structure Means Many Drivers Don't Earn A Minimum Wage**

Under Uber and Lyft's current company policies, drivers are only paid for time when a passenger is in the car, and they don't receive standard and critical benefits like worker's compensation, sick leave, or unemployment insurance.

#### **Uber and Lyft do NOT fully compensate drivers for:**

- Time waiting for a ride or circling
- Time between accepting a ride and picking up a passenger
- True cost of owning and operating their cars to drive customers

#### **Uber and Lyft do NOT compensate drivers for:**

- Payroll taxes
- Worker's compensation
- Paid sick and safe time
- Meals and/or rest breaks
- Paid family medical leave
- Unemployment insurance

## **THE SOLUTION**

### **Ensuring Seattle's Hard-Fought Worker Protections Are Available for All Uber and Lyft Drivers**

Mayor Durkan's Fare Share plan will mandate that drivers be paid a minimum wage, plus benefits and expenses. The Mayor's proposal is expected to support a contract with an independent nonprofit organization to create the first-in-the-nation Driver Resolution Center, which allows companies and drivers to voluntarily resolve disputes regarding deactivation. Specifically, the Driver Resolution Center will provide Uber and Lyft drivers support through an impartial arbitration and appeals process, and will offer culturally responsive outreach and education services on driver rights since many drivers are immigrants and refugees

An independent study will immediately commence to determine fair Seattle wages and to create a model to ensure we're appropriately compensating drivers for the hours they truly work, the expenses they are shouldering, and the benefits they deserve, even if they are currently classified as independent contractors.

Mayor's Durkan's legislation would require that the study and outreach be complete by March 31, 2020 and new minimum compensation rules be in effect by July 1, 2020. After the independent study and robust engagement with drivers and other stakeholders, Mayor Durkan's Fare Share plan:

#### **WOULD Pay drivers for:**

- Seattle's minimum wage for hours worked
- Additional compensation to include expenses such as gas and mileage
- Additional compensation for benefits such as payroll taxes and paid sick and safe time