



Policy Proposal to the Governor's Task Force
on the Compensation, Wellbeing, and Fair Treatment
of Transportation Network Company Drivers
December 19, 2023



Driver Compensation

Minimum Pay to Drivers

- Per-minute Rate/Hourly Pay
 - Paid on P2 and P3 time (pay basis), for
 - i. Completed trips
 - ii. Passenger-canceled trips
 - iii. Trips canceled by the driver for cause
 - Scaled by utilization rate to ensure minimum per-minute/hourly rate covers all time logged in to app
 - Total app login time minimum computed as
 - i. Minimum wage
 - ii. Rest breaks
 - iii. Employer PFML premium starting 1/1/26
 - iv. Health Insurance
 - v. Employer side payroll taxes
 - vi. Unemployment Insurance rate for new Taxi/Limousine Service
- Per-mile Rate
 - Paid on P2 and P3 mileage (pay basis), for
 - i. Completed trips
 - ii. Passenger-canceled trips
 - iii. Trips canceled by the driver for cause
 - Scaled by utilization rate to ensure minimum per-mile rate covers all miles while logged in to app
 - Total app login mileage minimum includes
 - i. Fuel costs
 - ii. Vehicle acquisition costs (purchase or lease)
 - iii. Vehicle insurance carried by the driver
 - iv. Vehicle maintenance and cleaning
 - v. Vehicle license and registration fees
 - vi. Safety equipment
 - vii. Rate add-on for wheelchair accessible vehicles (WAVs) related to vehicle accessibility modifications
- Minimum percent of surge pricing
- Per-trip minimum of \$5
- Plus all gratuities
- All rates/minimums increase with inflation annually by August 31

Earned Sick and Safe Time under [MN §181](#)

Insurance

Liability Insurance

- Eliminate the \$2500 deductible
- Increased P1 coverage

Additional Insurance

- Short-term disability insurance
- Coverage for injuries to the driver by a passenger
- Coverage for damage to driver property by a passenger