

Draft Recommendations (For Review During the 12/19 Committee Meeting)**Committee on the Compensation, Wellbeing, and Fair Treatment of
Transportation Network Company Drivers****Recommendation Area: Insurance**

- A. The TNC will provide drivers **with** insurance coverage that provides the benefits below for driver's injuries **or loss of life, sustained during P2 or P3 time**, not currently covered by auto insurance (for example, assault of a driver):
1. Medical expenses, lost compensation, and **disability benefits**
 2. **Survivor benefits including but not limited to burial expenses and disability benefits** for dependents of the driver
 3. **\$1 million limit of coverage**
 4. The policy will be maintained by the TNC and be provided at no cost to the driver.
 5. This coverage would be outside the workers' compensation system.

DRAFT

**Committee on the Compensation, Wellbeing, and Fair Treatment of
Transportation Network Company Drivers**

Recommendation Area: Minimum Compensation

- A. Minimum compensation paid by a TNC to a driver shall be as follows:
1. Per minute, per mile format.
 2. A minimum of \$5.00 for any transportation of a rider by a driver.
 3. Minimum compensation must be paid over a reasonable earnings period not to exceed 14 calendar days. The minimum compensation guarantees a level of compensation for drivers in an earnings period that cannot be reduced. In no way does the established minimum compensation prohibit drivers from earning a higher level of compensation.
 4. For each earnings period, a TNC shall compare a driver's earnings, excluding tips, against the required minimum compensation for that driver during the earnings period. In the event that the driver's earnings, excluding tips, in the earnings period are less than the required minimum compensation for that earnings period, the TNC shall include an additional sum accounting for the difference in the driver's earnings and the minimum compensation no later than during the next earnings period.
 5. Higher minimum compensation for drivers operating a Wheelchair Accessible Vehicle.
 6. Tips are the property of the driver and must not be counted towards required minimum compensation.
- B. A TNC must provide a driver all tips that a rider provides to the applicable driver on the driver's next payment.
- C. A TNC that uses its software or collection technology to collect fees or fares must pay a driver the compensation earned by the driver, regardless of whether the fees or fares are actually collected.
- D. Beginning January 1, 2025, and each January 1 thereafter, the minimum compensation amounts must be adjusted annually **by the same process as the statewide minimum wage**.
- E. The legislation should include an enforcement mechanism and responsible state entity for minimum compensation requirements.