



October 14, 2019

Councilmembers,

For over a year, we've been proudly advocating for a new progressive framework in California that would for the first time give platform drivers access to benefits, minimum earnings guarantees and expenses associated with driving, and a legally recognized path for independent workers to organize and bargain. There's a broad consensus that independent workers should not only enjoy flexibility, but also have access to a safety net and other protections — and we agree. That's why we've already been at the table to propose a new statewide framework, and guaranteed earnings is one core component of that.

In line with Councilman Wesson's motion, we want to be clear, we support a fair and impartial independent earnings study. We do find it concerning to see such an important motion heard in committee and voted on that same day in Council with no benchmarks or deadlines in the directive - taking total of 4 working days between introduction and passage. The unintended consequences of such fast tracked public policy or research are not only damaging to drivers and access to this work, but also to the direction of innovation and entrepreneurship. We have attached a list of questions we hope you can address to provide some clarity about the study timeline, procurement process, stakeholder engagement and worker benefit issues to be addressed.

Any solution for earnings should not only account for important protections like the ones we're already advocating for, but should also allow for drivers to choose where, when or with whom they would like to work. We want to be an ally and collaborator in the study as we believe it is critical that whatever independent group that is brought on to lead the study has insight into and an understanding of our business, the drivers and riders who use our technology, and economic realities in this space.

We look forward to the City's objective analysis on this issue and would like to be a partner with the City of Los Angeles and the Angelenos that we collectively serve.

Kindly,

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Uber Technologies, Inc.

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Public Policy Director  
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Below you will find a list of parameter questions related to the motion commissioning an independent study on platform drivers earnings;

1. Will there be an RFP process to identify a lead consultant for the study?
2. What is the timeline for this study?
3. Will drivers be included in this study?
4. Will thought leaders and academics be included in this study?
5. How will the technology platforms be included in this study?
6. How will the council ensure the public has more of an opportunity to engage going forward?
7. What inputs will go into the study specific to wage, expenses and benefits?
8. Will driver procurement of worker benefits be included in the benefits evaluated?
9. With the motion directing that the “formula used to calculate the minimum wage for TNC Drivers shall include a base hourly wage of no less than \$15 per hour [...] and a minimum of \$15 per hour to cover operating expenses and benefits,” what value amounts will the study explore?
10. What parameters are being put in place to ensure this study is impartial and independent?
11. What is the analysis supporting the proposed \$15 per hour expense reimbursement rate?
12. The motion specifically mentions the inclusion of P1 (anytime the app is on) and P2 (anytime a driver is in transit to pick up a passenger) time, but notably leaves out P3 (when a driver is on a trip with a passenger)- how would P3 be incorporated in the proposed wage calculation?