



**Oregon House of Representatives
Committee on Business & Labor**

Transportation Network Companies

April 3, 2017

The Fissured Workplace

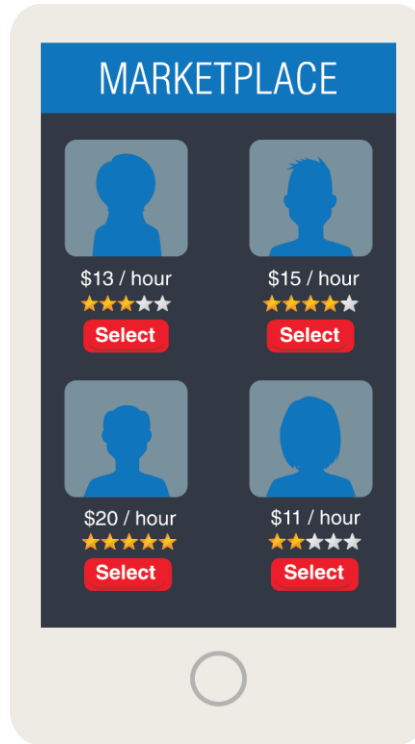
Share of workers in each type of alternate work arrangement



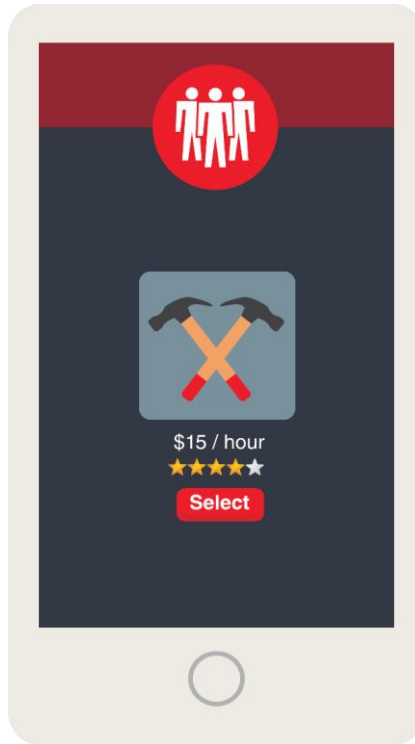
Sources: Labor Dept. (1995, 2005); Alan Krueger of Princeton U. and Lawrence Katz of Harvard U. (2015)

THE WALL STREET JOURNAL.

Virtual Marketplaces



Branded Experiences



Should TNC workers be considered “employees?”

MINIMUM WAGE

- Minimum wage
 - Some workers report sub-minimum wages
- Workers’ compensation
 - Taxi jobs 5X as dangerous as other jobs
- Unemployment insurance coverage
 - Income volatility
 - Deactivation
- Anti-discrimination protections
 - Fair Chance Hiring



Are TNC drivers “employees?”

- [Oregon](#) - state guidance, workers’ compensation - Uber
- [Alaska](#) - settlement, workers’ compensation – Uber
- [California](#) - individual unemployment case – Uber
- Pennsylvania - individual unemployment case, *Lowman, D v. UCBR*
- New York DOL - individual unemployment cases – Uber

TNC Oversight Board

- Based on Montgomery County, MD Taxi Services Commission
- Similar to wage boards in NY, CA, MA, NJ
- Could address:
 - *Rates;*
 - *Wage claims;*
 - *Discipline;*
 - *Drivers' data;*
 - *Loan terms*