

Senate Bill 1166

Sponsored by Senator JAMA, Representative SOSA

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**. The statement includes a measure digest written in compliance with applicable readability standards.

Digest: The Act would create new laws for transportation network companies. The Act would take effect on July 1 of this year. (Flesch Readability Score: 79.3).

Requires transportation network companies to pay minimum compensation rates to drivers.

Directs transportation network companies to establish written policies concerning account deactivations and provides requirements for such policies. Requires that such policies include an appeals process that meets certain minimum requirements by which drivers may appeal an account deactivation.

Prohibits transportation network companies from issuing an account deactivation absent just cause.

Directs the Bureau of Labor and Industries to contract with a nonprofit organization to operate a driver resource center.

Establishes minimum paid sick time requirements for transportation network companies.

Requires transportation network companies to provide dispatched trip information and receipt information to drivers and passengers.

Imposes recordkeeping requirements for transportation network companies and requires the companies to compile data to submit reports to the bureau. Directs the bureau to report to the Legislative Assembly on the information received from the transportation network companies.

Establishes the Task Force on the Ensuring Meaningful Access to Benefits for Transportation Network Company Drivers.

Requires transportation network companies to comply with notice requirements to apprise drivers of certain information regarding the rights and protections afforded to drivers.

Provides the Bureau of Labor and Industries with enforcement authority over the provisions of the Act. Provides remedies for drivers alleging unlawful practices.

Declares an emergency, effective July 1, 2025.

A BILL FOR AN ACT

Relating to transportation network companies; and declaring an emergency.

Be It Enacted by the People of the State of Oregon:

DEFINITIONS

SECTION 1. Definitions. As used in sections 1 to 25 of this 2025 Act:

(1) **"Account deactivation" means one or more of the following actions imposed upon an individual driver by a transportation network company:**

(a) **Temporarily or permanently limiting, restricting or suspending or blocking access to the driver platform.**

(b) **Suspending a driver's eligibility to provide network services.**

(2) **"Approved unique identifier" means a number, combination of numbers or letters or another identifier that the Commissioner of the Bureau of Labor and Industries prescribes by rule for purposes of data tracking and managing dispatched trip information in connection with individual drivers.**

(3)(a) **"Available platform time" means the time a driver spends logged in to the driver platform and is available to receive and accept requests for a dispatched trip.**

NOTE: Matter in **boldfaced** type in an amended section is new; matter *[italic and bracketed]* is existing law to be omitted. New sections are in **boldfaced** type.

1 (b) “Available platform time” does not mean any period of dispatched platform time or
2 passenger platform time.

3 (4) “Average hourly compensation” means the average amount of total compensation a
4 driver earns per hour for time spent providing network services that is calculated by dividing
5 the driver’s total earnings by the total hours of time spent providing network services in a
6 set period.

7 (5) “Compensation” includes any of the following payments made to a driver by a trans-
8 portation network company for the driver’s provision of network services:

9 (a) The amounts required under section 2 of this 2025 Act.

10 (b) Bonuses.

11 (c) Incentive payments.

12 (d) Tips.

13 (6) “Digital network” means the technology platform or system associated with a trans-
14 portation network company that connects drivers with passengers through online applica-
15 tions, websites or other digital means to facilitate the arrangement of dispatched trips.

16 (7) “Dispatch location” means the location of a driver at the time the driver accepts a
17 request for a dispatched trip through the driver platform.

18 (8)(a) “Dispatched platform time” means the period of time a driver spends traveling
19 from a dispatch location to:

20 (A) A passenger pick-up location; or

21 (B) The first passenger pick-up location of a shared ride.

22 (b) “Dispatched platform time” does not include any period of passenger platform time.

23 (9) “Dispatched trip” means the total duration that a driver spends completing a ride
24 starting from the time a driver accepts a real-time request to retrieve a passenger from a
25 passenger pick-up location and ending at the passenger drop-off location.

26 (10) “Driver” means an individual who uses a personal motor vehicle to provide network
27 services that are facilitated through a transportation network company’s driver platform.

28 (11) “Driver platform” means the driver-facing digital network utilized by a driver to
29 manage the activities related to the network services provided by the driver.

30 (12) “Family member” means:

31 (a) The spouse or domestic partner of a driver;

32 (b) A child of a driver or the child’s spouse or domestic partner;

33 (c) A parent of a driver or the parent’s spouse or domestic partner;

34 (d) A sibling or stepsibling of a driver or the sibling’s or stepsibling’s spouse or domestic
35 partner;

36 (e) A grandparent of a driver or the grandparent’s spouse or domestic partner;

37 (f) A grandchild of a driver or the grandchild’s spouse or domestic partner; or

38 (g) Any individual related by blood or affinity whose close association with a driver is the
39 equivalent of a family relationship.

40 (13) “Incentive payments” means a sum of money paid to a driver for activities that in-
41 clude but are not limited to completion of a certain number of consecutive dispatched trips
42 or completion of a certain number of dispatched trips during a particular time period or in
43 a specific geographical area.

44 (14) “Network services” means transportation provided by a driver while the driver is
45 logged in to the driver platform, including available platform time, dispatched platform time

1 and passenger platform time, that are facilitated through the digital network.

2 (15) “Nonprofit organization” means an Oregon-based nonprofit organization with dem-
3 onstrated expertise and experience representing and advocating for the rights of workers in
4 freelance jobs.

5 (16) “Paid sick time” means time off:

6 (a) That is provided to a driver by a transportation network company;

7 (b) That may be used for the purposes specified in section 10 of this 2025 Act; and

8 (c) That is compensated at a rate equal to a driver’s average hourly compensation for
9 each hour of sick time used without reductions in benefits, including but not limited to
10 health care benefits, that the driver earns from the transportation network company at the
11 time the driver uses the paid sick time.

12 (17) “Passenger” means any individual who is physically present in the personal motor
13 vehicle of a driver and for whom the driver is providing network services that were re-
14 quested by the individual or by another third party using the digital network.

15 (18) “Passenger drop-off location” means the end point of a dispatched trip where a pas-
16 senger is expected to disembark that is typically selected by the passenger at the time of
17 booking network services.

18 (19) “Passenger fare” means the amount charged to and paid by a passenger for a dis-
19 patched trip excluding any amounts levied by state or local government or port authority for
20 taxes, fees and tolls.

21 (20) “Passenger pick-up location” means the specific location selected by a passenger at
22 which a driver is expected to retrieve the passenger to begin a dispatched trip.

23 (21) “Passenger platform miles” means the miles traveled while one or more passengers
24 are being transported by a driver during a dispatched trip.

25 (22) “Passenger platform time” means the duration of time that a driver is actively
26 transporting one or more passengers from the passenger pick-up location to the passenger
27 drop-off location.

28 (23) “Personal motor vehicle” means a motor vehicle that is authorized by a transporta-
29 tion network company for use by a driver for purposes of providing network services in
30 connection with the transportation network company.

31 (24) “Prescheduled ride” means prearranged network services that an individual sched-
32 ules in advance before the actual time of travel to ensure that a driver will be available at
33 a designated pick-up time and date.

34 (25) “Shared passenger platform time” means passenger platform time for shared rides
35 that commences at the first passenger pick-up location and ends at the last passenger
36 drop-off location.

37 (26) “Shared ride” means a dispatched trip that passengers may request through the
38 digital network that permits multiple passengers to travel together in the same personal
39 motor vehicle and share the costs of the dispatched trip.

40 (27) “Sick time” means the leave time that is provided by a transportation network
41 company to a driver for a reason authorized under section 10 of this 2025 Act.

42 (28) “Single downloadable and searchable electronic file format” includes a comma-
43 separated values file, a smartphone application or an online web portal.

44 (29) “Surcharge” means any additional charge that is added to a passenger fare that ex-
45 ceeds 120 percent of the minimum compensation rates provided under section 2 of this 2025

1 Act.

2 (30) "Tips" means a verifiable sum presented by a passenger as a gratuity in recognition
 3 of a driver's provision of network services.

4 (31) "Total earnings" includes bonuses, incentive payments and compensation, but does
 5 not include tips.

6 (32) "Transportation network company" has the meaning given that term in ORS 742.518.
 7

8 **COMPENSATION**

9
 10 **SECTION 2. Compensation rates.** (1) Except as otherwise provided in this section, a
 11 transportation network company may not compensate a driver at a rate that is less than the
 12 compensation rates specified this section.

13 (2) For each dispatched trip, a transportation network company shall compensate a
 14 driver at the greater of the following rates:

- 15 (a)(A) \$0.68 per minute of all passenger platform time; and
- 16 (B) \$1.59 per passenger platform mile for all driven passenger platform miles; or
- 17 (b) \$6.00 per dispatched trip.

18 (3) The compensation rates provided under subsection (2) of this section shall apply as
 19 follows:

20 (a) For dispatched trips other than shared rides, the compensation rates apply to:

21 (A) All dispatched platform time and passenger platform miles traveled, beginning after
 22 the elapse of nine minutes of dispatched platform time.

23 (B) Dispatched trips that are cancelled by an individual or the transportation network
 24 company two or more minutes after the driver accepted the dispatched trip, unless the
 25 cancellation is due to verified driver misconduct.

26 (C) Dispatched trips that are cancelled by a driver in accordance with the policies of a
 27 transportation network company allowing for cancellations for good cause.

28 (D) Dispatched trips that are cancelled because the expected passenger fails to appear
 29 at the passenger pick-up location within five minutes of the driver's arrival at the passenger
 30 pick-up location.

31 (b) For shared rides, the compensation rates shall apply to the full distance traveled and
 32 the total amount of shared passenger platform time spent during the shared ride.

33 (c) For prescheduled rides, the compensation rates shall apply to passenger platform time
 34 and any time the driver spends waiting at the passenger pick-up location after the pre-
 35 scheduled time of arrival.

36 (4) When an individual requests network services to accommodate more than four pas-
 37 sengers in a single personal motor vehicle, the transportation network company shall pay the
 38 driver, in addition to any other amounts due as compensation under subsection (2) of this
 39 section, an amount equal to 150 percent of the compensation due under subsection (2) of this
 40 section.

41 (5) When a transportation network company applies a surcharge to a dispatched trip, the
 42 transportation network company shall compensate the driver, in addition to the amounts due
 43 under subsection (2) of this section, an amount that is not less than 80 percent of the total
 44 passenger fare.

45 (6)(a) Not later than April 30 of each year, the Commissioner of the Bureau of Labor and

1 Industries shall calculate an adjustment to the minimum compensation rates specified under
2 subsection (2) of this section based upon the increase, if any, from the preceding year to
3 March of the year in which the calculation is made in the U.S. City Average Consumer Price
4 Index for All Urban Consumers, West Region (All Items) as prepared by the Bureau of Labor
5 Statistics of the United States Department of Labor or its successor.

6 (b) Notwithstanding any adjustment made under paragraph (a) of this subsection, in the
7 case of an adjustment to the minimum wage rates required for employees by ORS 653.025
8 that exceeds the rate specified in subsection (2) of this section, the Commissioner of the
9 Bureau of Labor and Industries shall adjust the minimum compensation rates specified under
10 subsection (2) of this section by the rate of increase of the state minimum wage, calculated
11 to the nearest cent.

12 (7)(a) A transportation network company shall remit to drivers all tips. Tips paid to a
13 driver are in addition to, and may not count towards, the minimum compensation rates re-
14 quired under subsection (2) of this section.

15 (b) Amounts charged to a passenger and remitted to a driver for tolls, fees or other
16 charges incurred by a driver during a dispatched trip may not be counted in calculating the
17 compensation rates under subsection (2) of this section.

18 (8)(a) A transportation network company may not withhold, deduct or divert any portion
19 of a driver's compensation unless:

20 (A) The transportation network company is required to do so by law.

21 (B) The deductions are voluntarily authorized in writing by the driver, are for the
22 driver's benefit and are recorded in the transportation network company's books.

23 (C) The driver has voluntarily signed an authorization for a deduction for any other item,
24 provided that the ultimate recipient of the money withheld is not the transportation network
25 company and that the deduction is recorded in the transportation network company's books.

26 (D) The deduction is authorized by a collective bargaining agreement to which the
27 transportation network company is a party.

28 (E) The deduction is authorized in writing by the driver to be contributed by the driver
29 to charitable organizations, including contributions made pursuant to ORS 663.110.

30 (F) The deduction is authorized under ORS 18.736, provided the deduction does not reduce
31 the driver's compensation below the minimum compensation rates required under subsection
32 (2) of this section.

33 (G) The deduction is made from the payment of compensation upon termination and is
34 authorized pursuant to a written agreement between the driver and transportation network
35 company for the repayment of a loan made to the driver by the transportation network
36 company, if all of the following conditions are met:

37 (i) The driver has voluntarily signed the agreement;

38 (ii) The loan was paid to the driver in cash or other medium permitted by ORS 652.110;

39 (iii) The loan was made solely for the driver's benefit and was not used, either directly
40 or indirectly, for any purpose required by the transportation network company or connected
41 with the driver's network services with the transportation network company;

42 (iv) The amount of the deduction at termination does not exceed the amount permitted
43 to be garnished under ORS 18.385; and

44 (v) The deduction is recorded in the transportation network company's books.

45 (b) When a transportation network company deducts an amount from a driver's com-

1 activation and seek reinstatement;

2 (E) Information regarding a driver's right to appeal the account deactivation, including
3 the processes by which a driver may make such an appeal;

4 (F) Information regarding the driver's right to request representation throughout the
5 appeals process; and

6 (G) The contact information for the driver resource center described in section 5 of this
7 2025 Act.

8 (4) The advanced notice requirements under this section do not apply to an account de-
9 activation related to:

10 (a) A driver's rejection of a passenger because of a passenger's real or perceived age,
11 race, ethnicity, color, national origin, language, sex, gender identity, sexual orientation, re-
12 ligion or disability;

13 (b) Allegations of driving under the influence of drugs or alcohol;

14 (c) Allegations of harassment, including sexual harassment; or

15 (d) Allegations of physical or sexual assault against a passenger.

16 (5) A transportation network company shall provide an opportunity for a driver to appeal
17 or seek resolution of disputes involving account deactivation through:

18 (a) Private mediation services; or

19 (b) An appeals process that meets the requirements described in subsection (6) of this
20 section.

21 (6) If a transportation network company issues an account deactivation, the transporta-
22 tion network company must provide an appeals process that, at a minimum:

23 (a) Provides a good faith, informal resolution process by which a driver may seek resol-
24 ution of a dispute regarding an account deactivation within 30 days of the driver notifying
25 the transportation network company of the driver's intent to appeal the account deacti-
26 vation.

27 (b) Provides a formal process by which a driver may seek adjudication of the matter be-
28 fore a neutral third party who is mutually agreed upon by the transportation network com-
29 pany and the driver and who has:

30 (A) A professional background in arbitration of labor disputes; and

31 (B) The authority to make binding decisions and monetary awards to ensure the injured
32 party is made whole, including back pay, interest, liquidated and consequential damages.

33 (c) Allows for the driver resource center, acting with the driver's consent, to take action
34 on behalf of the driver and represent the driver on appeal.

35 (d) Ensures that, in the event that a driver is being represented by the driver resource
36 center, all relevant information relied upon by the transportation network company in de-
37 termining to issue an account deactivation will be disclosed to the driver resource center
38 within seven days after receiving a request to do so. Any disclosure under this paragraph
39 must be provided in such a manner that ensures the confidentiality of the information dis-
40 closed.

41 (e) Provides an opportunity for a driver to receive training in lieu of an account deacti-
42 vation based on circumstances other than those listed under subsection (4) of this section.

43 **SECTION 4. Just cause standard.** (1) As used in this section, "progressive discipline sys-
44 tem" means a disciplinary system under which disciplinary measures involve graduated and
45 proportionate responses to a driver's misconduct or failure to comply with the policies of the

1 transportation network company.

2 (2) A transportation network company may not issue an account deactivation against a
3 driver unless the deactivation is for cause. For purposes of this section:

4 (a) A transportation network company issues an account deactivation for cause only if
5 all of the following conditions are satisfied:

6 (A) The transportation network company has notified the driver of policies explaining the
7 circumstances and conduct that warrant account deactivation;

8 (B) The transportation network company's policies regarding account deactivation are
9 applied consistently among drivers in similar circumstances;

10 (C) A claim of a violation of the transportation network company's policies or a claim
11 of misconduct is substantiated by satisfactory evidence after a fair and objective investi-
12 gation into the alleged misconduct;

13 (D) The policies or rules of the transportation network company regarding account de-
14 activation are reasonably related to the ensuring safe and efficient operations; and

15 (E) Any account deactivation imposed by the transportation network company is taken
16 in accordance with a progressive discipline system that has been adopted by the transporta-
17 tion network company.

18 (b) The transportation network company has the burden of establishing by clear and
19 convincing evidence that any account deactivation for cause meets the conditions set forth
20 in paragraph (a) of this subsection.

21 **SECTION 5. Driver resource center.** The Bureau of Labor and Industries shall use an
22 open and competitive bidding process to contract with a nonprofit organization to provide
23 financial support to the nonprofit organization to operate a driver resource center dedicated
24 to providing low-cost or no-cost support and assistance to drivers, including but not limited
25 to:

26 (1) Representing drivers in appeals processes regarding account deactivations; and

27 (2) Providing culturally competent assistance, training and educational resources to
28 drivers.

29 **SECTION 6. Driver Resource Center Fund.** (1) The Driver Resource Center Fund is es-
30 tablished in the State Treasury, separate and distinct from the General Fund. Interest
31 earned by the Driver Resource Center Fund shall be credited to the fund.

32 (2) The fund consists of moneys appropriated to the Bureau of Labor and Industries by
33 the Legislative Assembly and other moneys appropriated to, allocated to, deposited in, cred-
34 ited to or transferred to the fund by the Legislative Assembly or otherwise.

35 (3) Moneys in the fund are continuously appropriated the bureau for purposes described
36 in section 5 of this 2025 Act.

37 (4) Moneys in the fund may be used solely to carry out the purposes set forth in section
38 5 of this 2025 Act, including the payment of administrative costs and expenses.

39 **SECTION 7. Appropriation.** In addition to and not in lieu of any other appropriation,
40 there is appropriated to the Bureau of Labor and Industries, for the biennium beginning July
41 1, 2025, out of the General Fund, the amount of \$250,000 for deposit in the Driver Resource
42 Center Fund established by section 6 of this 2025 Act to be expended as described in section
43 5 of this 2025 Act.

44 **SECTION 8. Timelines.** Not later than 120 days following the effective date of this 2025
45 Act, the Bureau of Labor and Industries shall enter into a contract with a nonprofit organ-

1 ization to serve as the driver resource center described in section 5 of this 2025 Act.

2
3 **SICK LEAVE**

4
5 **SECTION 9. Accrual.** (1) A transportation network company shall implement a sick time
6 policy that allows a driver to accrue at least one hour of paid sick time for every 30 hours
7 of passenger platform time.

8 (2)(a) Except as otherwise provided in this section, a driver shall begin to earn and ac-
9 crue sick time on the first day the driver is authorized to perform network services with a
10 transportation network company. The driver may carry over up to 40 hours of unused sick
11 time from one year to a subsequent year. If a driver carries over unused sick time to a
12 subsequent year, accrual of sick time in the subsequent year must be in addition to the
13 hours accrued and carried over from the previous year.

14 (b) A transportation network company:

15 (A) May adopt a policy that limits a driver to accruing no more than 80 total hours of
16 sick time; and

17 (B) May adopt a policy that limits a driver to using no more than 40 hours of sick time
18 in a year.

19 (3) A transportation network company is not required to carry over unused sick time if,
20 by mutual consent, the transportation network company and a driver agree that the driver
21 will be paid for all unused paid sick time at the end of the year in which the sick time is
22 accrued and the transportation network company will credit the driver with an amount of
23 paid sick time that meets the requirements of this section on the first day of the imme-
24 diately subsequent year.

25 (4)(a) A driver is eligible to use sick time upon recording 90 hours of passenger platform
26 time on the transportation network company's driver platform and may use sick time as it
27 is accrued.

28 (b) A transportation network company may authorize a driver to use accrued sick time
29 prior to the 90th hour of recorded passenger platform time.

30 (c) A transportation network company shall pay a driver for accrued paid sick time used
31 at a rate that is equal to the average hourly compensation rate.

32 (5)(a) Subject to paragraph (b) of this subsection, if a driver does not record any pas-
33 senger platform time in a transportation network company's driver platform for a period of
34 180 or more consecutive days, the balance of any sick time accrued and unused thus far shall
35 be forfeited. Nothing in this paragraph requires the forfeiture of any passenger platform time
36 recorded thus far.

37 (b) If a driver records any amount of passenger platform time within 180 days of the
38 180-day period described in paragraph (a) of this subsection, the transportation network
39 company shall restore the driver's accrued sick time balance, which shall be available for the
40 driver's use upon recording 90 hours of passenger platform time following the 180-day period.

41 **SECTION 10. Allowable uses of sick time.** A driver may use sick time earned under sec-
42 tion 9 of this 2025 Act:

43 (1) For a driver's mental or physical illness, injury or health condition, need for medical
44 diagnosis, care or treatment of a mental or physical illness, injury or health condition or
45 need for preventive medical care.

1 (2) For care of a family member with a mental or physical illness, injury or health con-
 2 dition, care of a family member who needs medical diagnosis, care or treatment of a mental
 3 or physical illness, injury or health condition or care of a family member who needs pre-
 4 ventive medical care.

5 (3) To care for a child of the driver who is suffering from an illness, injury or condition
 6 that requires home care or who requires home care due to the closure of the child’s school
 7 or child care provider as a result of a public health emergency.

8 (4) To address the death of a family member by:

9 (a) Attending the funeral or alternative to a funeral of the family member;

10 (b) Making arrangements necessitated by the death of the family member; or

11 (c) Grieving the death of the family member.

12 (5) Notwithstanding the definitions of “covered employer” or “eligible employee” under
 13 ORS 659A.270, for any purpose described under ORS 659A.272.

14 (6) To donate accrued sick time to another driver if the other driver uses the donated
 15 sick time for a purpose specified in this section and the transportation network company has
 16 a policy that allows a driver to donate sick time to another driver for a purpose specified in
 17 this section.

18 (7) In the event of a public health emergency. For purposes of this subsection, a public
 19 health emergency includes but is not limited to:

20 (a) An order by a public official prohibiting the provision of network services due to a
 21 public health emergency;

22 (b) A determination by a lawful public health authority or by a health care provider that
 23 the presence of the driver or the family member of the driver in the community would
 24 jeopardize the health of others, such that the driver must provide self-care or care for the
 25 family member; or

26 (c) The exclusion of the driver from the workplace under any law or rule that requires
 27 the transportation network company to exclude the driver from the workplace for health
 28 reasons.

29 (8) During a period of a driver’s account deactivation, other than an account deactivation
 30 under section 3 (4) of this 2025 Act, or other status that prevents the driver from performing
 31 network services on the transportation network company’s digital network.

32 **SECTION 11. Minimum use increments; notice to transportation network company.** (1)
 33 Upon request of a driver with accrued sick time available, a transportation network company
 34 must allow the driver to use sick time. If possible, the driver shall include the anticipated
 35 duration of the sick time requested in the request.

36 (2) Sick time earned under this section shall be taken in hourly increments.

37 (3)(a) A transportation network company shall establish an accessible system for drivers
 38 to request and use sick time. The system must be available to drivers on the driver platform.

39 (b) The Commissioner of the Bureau of Labor and Industries shall adopt rules that pre-
 40 scribe the minimum criteria for the system to ensure that drivers have sufficient informa-
 41 tion to understand and readily access their sick time. The minimum criteria may include,
 42 but need not be limited to:

43 (A) Instructions and procedures for requesting to use sick time;

44 (B) System capabilities to provide timely responses to requests to use sick time;

45 (C) Information regarding accrued sick time balances; and

1 (D) Information regarding how a driver's current average hourly compensation rate was
2 calculated for a particular period.

3 (4) A transportation network company may require the driver to comply with the trans-
4 portation network company's usual and customary notice and procedural requirements for
5 absences or for requesting time off provided that those requirements do not interfere with
6 the ability of the driver to use sick time.

7 (5)(a) If the need to use sick time is foreseeable, the transportation network company
8 may require reasonable advance notice of the driver's intention to use sick time, not to ex-
9 ceed 10 days prior to the date the sick time is to begin or as soon as otherwise practicable.

10 (b) If the need to use sick time is unforeseeable, the driver shall provide notice to the
11 transportation network company as soon as practicable and must comply generally with the
12 transportation network company's notice or procedural requirements for requesting or re-
13 porting other time off provided that those requirements do not interfere with the ability of
14 the driver to use sick time.

15 (6) A transportation network company may require verification from a health care pro-
16 vider or certification of the need for leave for a purpose described under section 10 of this
17 2025 Act in the same manner and to the same extent permitted under ORS 653.626. If a
18 transportation network company requires verification or certification under this subsection,
19 the transportation company shall compensate a driver for the use of sick time not later than
20 the driver's next regularly scheduled date of compensation following the transportation net-
21 work company's receipt of the requested verification or certification.

22 (7) If a driver accepts a prescheduled ride during a period of time for which the driver
23 requested to use sick time, it shall be presumed that the driver did not use the sick time.

24 (8) A transportation network company shall compensate a driver for any amount of sick
25 time used by the driver at the time of the driver's next regularly scheduled date of com-
26 pensation but not later than 14 days following the date on which the driver used sick time.

27 **SECTION 12. Accrual amount records.** (1) A transportation network company shall pro-
28 vide to each driver, on a weekly basis, written notification of the following:

29 (a) The amount of accrued and unused sick time available for use by the driver.

30 (b) The average hourly compensation rate based on passenger platform time for the cal-
31 endar month in which the sick time is used.

32 (c) The amount of sick time used by a driver, if any.

33 (d) Written notice of the requirements of section 9, 10, 11 and 12 of this 2025 Act in ac-
34 cordance with rules adopted by the Commissioner of the Bureau of Labor and Industries.

35 (2) The notices provided under this section must be written in the five most commonly
36 spoken languages in this state.

37 (3) The Bureau of Labor and Industries shall make available to transportation network
38 companies a template that meets the required notice provisions of this section.

39 (4) Health information of a driver related to sick time is confidential and may not be
40 released without the permission of the driver. Information pertaining to leave for a purpose
41 described under section 10 (5) of this 2025 Act is confidential to the same extent that such
42 information is confidential under ORS 659A.280.

43 **SECTION 13. Unlawful practices.** (1) It is an unlawful practice for a transportation net-
44 work company or any other person to:

45 (a) Deny, interfere with, restrain or fail to pay for sick time to which a driver is entitled

1 under sections 9, 10, 11 and 12 of this 2025 Act;

2 (b) Retaliate or in any way discriminate against a driver with respect to any term or
 3 condition of providing network services because the driver has inquired about the provisions
 4 of section 9, 10, 11 and 12 of this 2025 Act, submitted a request for sick time, taken sick time,
 5 participated in any manner in an investigation, proceeding or hearing related to this section,
 6 or invoked any provision of this section; or

7 (c) Apply an absence control policy that includes sick time absences covered under
 8 sections 9, 10, 11 and 12 of this 2025 Act as an absence that may lead to or result in an ad-
 9 verse action against the driver.

10 (2) The Bureau of Labor and Industries may adopt any rules necessary to implement the
 11 provisions of sections 9, 10, 11, 12 and 13 of this 2025 Act.

12
 13 **TRIP RECEIPTS AND EARNINGS DOCUMENTATION**

14
 15 **SECTION 14. Driver and passenger receipts.** (1) A transportation network company must
 16 provide each driver and passenger with dispatched trip receipt data as provided in this sec-
 17 tion.

18 (2) Within 24 hours of a driver’s completion of a dispatched trip, a transportation net-
 19 work company shall:

20 (a) Issue to the driver dispatched trip receipts containing the following information for
 21 each completed trip:

22 (A) The total amount of passenger platform time.

23 (B) The total amount of passenger platform miles.

24 (C) The passenger fare.

25 (D) The amount of dispatched platform time, passenger platform time and passenger
 26 platform miles subject to the minimum compensation rates under section 2 of this 2025 Act.

27 (E) Any adjustments made to the passenger fare resulting from an applicable price or
 28 surge multiplier or other variable pricing policy in effect during the trip.

29 (F) Tip amounts, if any.

30 (G) The driver’s gross payment.

31 (H) The net payment paid to the driver after deductions.

32 (I) An itemized statement of deductions for fees, tolls, commissions, lease fees and other
 33 charges.

34 (J) Whether a personal motor vehicle with the capacity to transport more than four
 35 passengers was needed for the dispatched trip.

36 (K) Whether the trip was a prescheduled ride.

37 (L) General details regarding the passenger pick-up and passenger drop-off location that,
 38 at a minimum, provide the specific block number at which the passenger pick-up and pas-
 39 senger drop-off occurred. Nothing in this paragraph prohibits a transportation network
 40 company from describing the details of the passenger pick-up and passenger drop-off with a
 41 greater level of specificity.

42 (b) Transmit, on behalf of the driver, an electronic receipt containing the following in-
 43 formation to each passenger who paid a passenger fare:

44 (A) The date and time of the dispatched trip.

45 (B) General details regarding the passenger pick-up and passenger drop-off location that,

1 at a minimum, provide the specific block number at which the passenger pick-up and pas-
 2 senger drop-off occurred. Nothing in this paragraph prohibits a transportation network
 3 company from describing the details of the passenger pick-up and passenger drop-off with a
 4 greater level of specificity.

5 (C) The total duration and distance of the dispatched trip.

6 (D) The driver's first name.

7 (E) The total passenger fare paid, including an itemization of all charges and fees.

8 (F) Tip amounts paid, if any.

9 (G) Any portion of the passenger fare retained by the driver.

10 (3) Each transportation network company shall, on a weekly basis, provide a driver with
 11 a statement summarizing the dispatched trip information for all dispatched trips completed
 12 by the driver in the prior week. The statements shall include a summary of:

13 (a) The driver's total passenger platform time.

14 (b) Total driver's total passenger platform miles.

15 (c) The amount of dispatched platform time, passenger platform time and passenger
 16 platform miles subject to the minimum compensation rates under section 2 of this 2025 Act.

17 (d) The total amount of tips, if any.

18 (e) The driver's gross payment, itemized by:

19 (A) Rate per minute;

20 (B) Rate per mile; and

21 (C) Any adjustments made to the passenger fare resulting from an applicable price or
 22 surge multiplier or other variable pricing policy in effect during the dispatched trip.

23 (f) The net payment paid to the driver after deductions.

24 (g) An itemized statement of deductions for fees, tolls, commissions, lease fees and other
 25 charges.

26 (h) The total amount of passenger fares.

27 (4) A transportation network company shall make the dispatched trip receipt information
 28 described under subsection (2) of this section available to drivers in a single downloadable
 29 and searchable electronic file format. A transportation network company shall maintain the
 30 information for not less than three years after the date on which the transportation network
 31 company first issues the information to a driver and make the information available for ex-
 32 amination by the driver.

33
 34 **REPORTING AND RECORDKEEPING**
 35

36 **SECTION 15. Quarterly report.** Not later than 15 days following the end of each calendar
 37 quarter, each transportation network company shall compile data and submit a report to the
 38 Bureau of Labor and Industries that includes the following information:

39 (1) The number of drivers who are affiliated with the transportation network company
 40 for purposes of providing network services.

41 (2) The number of drivers who provided network services in connection with the trans-
 42 portation network company in the quarter immediately preceding.

43 (3) The number of dispatched trips in the previous quarter.

44 (4) The number of dispatched trips subject to a surcharge imposed by the transportation
 45 network company, including the amounts of the surcharge.

1 (5) Aggregate account deactivation information, including:

2 (a) The number of account deactivations issued by the transportation network company;

3 (b) A description of the reasons for the account deactivations;

4 (c) Account deactivation duration; and

5 (d) The number of drivers who appealed an account deactivation, if any.

6 (6) The aggregate percentage of passenger platform miles for all drivers relative to the
7 total miles driven by all drivers during available platform time, dispatched platform time and
8 passenger platform time.

9 (7) Any other information deemed necessary by the bureau.

10 **SECTION 16. Monthly report.** (1) Each transportation network company shall, on a
11 monthly basis, prepare, compile and submit to the Bureau of Labor and Industries reports,
12 lists and data concerning the following:

13 (a) For each period of available platform time, dispatched platform time and passenger
14 platform time, the distance travelled in miles and time spent in seconds expressed as a per-
15 cent carried to three decimal places.

16 (b) Detailed information regarding available platform time, including the date and start
17 and stop times, rounded to the nearest second, of all available platform time.

18 (c) Itemized driver compensation for each dispatched trip, including:

19 (A) The applicable compensation rates as required by section 2 of this 2025 Act;

20 (B) Any premiums applicable to a dispatched trip that required a personal motor vehicle
21 with capacity to transport more than four passengers;

22 (C) Applicable surcharges;

23 (D) Tip information; and

24 (E) Applicable deductions.

25 (d) For each dispatched trip, detailed trip information regarding the date, time and pas-
26 senger pick-up and passenger drop-off locations exclusive of any personally identifiable driver
27 information or approved unique identifiers.

28 (e) Approved unique identifiers.

29 (f) Passenger fares.

30 (g) Information regarding new drivers who have joined the platform since the last report.

31 (h) Any other information deemed necessary by the bureau.

32 (2) The Commissioner of the Bureau of Labor and Industries may adopt rules governing
33 the preparation, compilation and submission of the information described under this section.
34 The rules may include, but need not be limited to, requirements:

35 (a) Regarding the security and privacy of the information.

36 (b) For submitting the information using approved unique identifiers that aggregate a
37 driver's information across multiple driver platforms.

38 (c) For data aggregation for purposes of summarizing the disaggregated data required to
39 be reported to the bureau under this section.

40 **SECTION 17. Reporting timelines.** Each transportation network company shall:

41 (1) Submit the first monthly report required under section 16 of this 2025 Act not later
42 than nine months following the effective date of this 2025 Act.

43 (2) Submit the first quarterly report required under section 15 of this 2025 Act for the
44 quarter immediately following the date on which the first monthly report prescribed in sub-
45 section (1) of this section was submitted.

1 **SECTION 18. Annual report to the legislature.** Not later than December 15 of each year,
 2 the Bureau of Labor and Industries shall compile and report to the committees of the Leg-
 3 islative Assembly related to business and labor a summary of information received by the
 4 bureau pursuant to sections 15 and 16 of this 2025 Act for the prior year. The bureau shall
 5 submit the report, in the manner provided in ORS 192.245, and may include recommendations
 6 for legislation.

7 **SECTION 18a.** The Bureau of Labor and Industries shall submit the first report required
 8 under section 18 of this 2025 Act to the committees of the Legislative Assembly related to
 9 business and labor not later than December 15, 2026.

10 **SECTION 19. Transportation network company recordkeeping.** Each transportation
 11 network company shall:

- 12 (1) Keep and maintain records necessary to demonstrate compliance with sections 2, 3,
 13 4, 9, 10, 11, 12, 14, 15 and 16 of this 2025 Act;
- 14 (2) Keep and maintain the records described under this section for a period of at least
 15 three years; and
- 16 (3) Provide records kept and maintained under this section to the Bureau of Labor of
 17 Industries upon request.

18
 19 **TASK FORCE ON ENSURING MEANINGFUL ACCESS TO BENEFITS**
 20 **FOR TRANSPORTATION NETWORK COMPANY DRIVERS**

21
 22 **SECTION 20. Task force.** (1) The Task Force on Ensuring Meaningful Access to Benefits
 23 for Transportation Network Company Drivers is established.

24 (2)(a) The task force consists of at least seven but not more than 13 members who shall
 25 be appointed by the Commissioner of the Bureau of Labor and Industries as follows:

- 26 (A) Three members who provide driver representation services through the driver re-
 27 source center described under section 5 of this 2025 Act.
- 28 (B) One representative from each of up to three transportation network companies op-
 29 erating in this state.
- 30 (C) Up to six members representing key stakeholders as deemed necessary by the Com-
 31 missioner of the Bureau of Labor and Industries.
- 32 (D) One member who represents the Bureau of Labor and Industries.

33 (b) The term of a member of the task force appointed under this subsection is two years
 34 and a member may be reappointed.

35 (3) The representative of the Bureau of Labor and Industries appointed to the task force
 36 under subsection (2) of this section shall serve as chairperson of the task force. The com-
 37 missioner shall designate one member appointed under subsection (2) of this section to serve
 38 as vice chairperson.

39 (4) The task force shall:

- 40 (a) Recognize and consider the specific and unique barriers that drivers may face related
 41 to access to, enrollment in and utilization of benefits, and craft policy recommendations to
 42 overcome those barriers.
- 43 (b) Evaluate issues related to eligibility to perform network services, access to the driver
 44 platform and utilization of work-related benefits for and by transportation network company
 45 drivers.

1 (c) Prepare policy recommendations that ensure full and meaningful access to benefits
 2 for drivers, including but not limited to:

- 3 (A) Paid family and medical leave benefits;
- 4 (B) Unemployment insurance compensation benefits; and
- 5 (C) Workers' compensation benefits.

6 (d) Consider all available platform time, dispatched platform time and passenger platform
 7 time and drivers' total earnings when preparing the policy recommendations under para-
 8 graph (c) of this subsection.

9 (5) A majority of the members of the task force constitutes a quorum for the transaction
 10 of business.

11 (6) Official action by the task force requires the approval of a majority of the members
 12 of the task force.

13 (7) If there is a vacancy for any cause, the appointing authority shall make an appoint-
 14 ment to become immediately effective.

15 (8) Subject to subsection (9) of this section, the task force shall meet at times and places
 16 specified by the chairperson or of a majority of the members of the task force.

17 (9) The task force shall have its first meeting no later than 60 days after a contract has
 18 been entered into under section 8 of this 2025 Act.

19 (10) The task force may adopt rules necessary for the operation of the task force.

20 (11) The task force shall submit a report in the manner provided by ORS 192.245 that sets
 21 forth the findings and recommendations made by the task force under this section, and may
 22 include recommendations for legislation, to the interim committee of the Legislative As-
 23 sembly related to business and labor no later than December 15, 2026.

24 (12) The Commissioner of the Bureau of Labor and Industries may employ persons nec-
 25 essary for the performance of the functions of the task force. The Commissioner of the Bu-
 26 reau of Labor and Industries shall fix the duties and amounts of compensation of the
 27 employees.

28 (13) All agencies of state government, as defined in ORS 174.111, are directed to assist
 29 the task force in the performance of the duties of the task force and, to the extent permitted
 30 by laws relating to confidentiality, to furnish to the task force information that the task
 31 force considers necessary to perform the duties of the task force.

32
 33 **DRIVER PROTECTIONS**

34
 35 **SECTION 21. Notice of rights.** Each transportation network company shall provide a
 36 written notice of rights to every driver who provides transportation services in connection
 37 with the transportation network company. The notice shall:

38 (1) Be written in plain language and in the five most commonly spoken languages in this
 39 state; and

40 (2) Include information regarding a driver's right to:

41 (a) Receive compensation in accordance with the standards under section 2 of this 2025
 42 Act;

43 (b) Accrue and use sick time in accordance with the standards under sections 9, 10 and
 44 11 of this 2025 Act;

45 (c) Be free from retaliation for inquiring about or exercising the rights afforded to driv-

1 ers under sections 1 to 25 of this 2025 Act; and

2 (d) Pursue remedies in accordance with section 24 of this 2025 Act.

3 **SECTION 22. Retaliation.** It is an unlawful practice under ORS chapter 659A for a
4 transportation network company to retaliate or take adverse action against a driver for in-
5 quiring about or exercising any right afforded to the driver under sections 1 to 25 of this 2025
6 Act.

7
8 **ENFORCEMENT**

9
10 **SECTION 23. Enforcement.** (1) The Bureau of Labor and Industries shall administer and
11 enforce sections 1 to 25 of this 2025 Act and may adopt or establish rules and procedures that
12 the bureau considers necessary or appropriate for such administration and enforcement.

13 (2) The Commissioner of the Bureau of Labor and Industries has the same enforcement
14 powers with respect to the rights established under sections 2, 4, 9, 10, 11, 12 and 13 of this
15 2025 Act as are established in ORS chapters 652 and 653.

16 (3) In addition to any other powers granted to the bureau under state law, the bureau
17 has the authority to:

18 (a) Commence an investigation of any complaint filed alleging a violation of sections 1 to
19 25 of this 2025 Act and may make inquiries and conduct the investigations in the same
20 manner and to the extent provided under ORS 659A.835.

21 (b) Investigate policies and practices of transportation network companies to ensure
22 compliance with the provisions of sections 1 to 25 of this 2025 Act.

23 (c) Initiate investigations when the commissioner has reason to believe that a transpor-
24 tation network company has committed an unlawful practice or violated any provision of
25 sections 1 to 25 of this 2025 Act.

26 **SECTION 24. Remedies.** (1) Notwithstanding the definition of “employee” under ORS
27 652.310 and the definition of “wage claim” under ORS 652.320, and regardless of whether a
28 driver is classified as an employee or an independent contractor, a driver has the same rights
29 and protections provided under ORS 652.310 to 652.314, including the right to file a wage claim
30 with the Bureau of Labor and Industries.

31 (2) In addition to any other relief provided by law, a driver claiming to be aggrieved by
32 an unlawful practice in violation of sections 1 to 25 of this 2025 Act may file a complaint with
33 the Commissioner of the Bureau of Labor and Industries in the manner provided by ORS
34 659A.820 or bring a civil action under ORS 659A.885.

35 (3)(a) In addition to any other relief provided by law, the Commissioner of the Bureau
36 of Labor and Industries may assess a civil penalty of \$1,000 against a transportation network
37 company that has violated any provision under sections 1 to 25 of this 2025 Act or any rule
38 adopted under sections 1 to 25 of this 2025 Act. Each violation is a separate and distinct of-
39 fense. In the case of a continuing violation, each day’s continuance is a separate and distinct
40 violation.

41 (b) Civil penalties under this subsection shall be imposed in the manner provided in ORS
42 183.745.

43 (4) Notwithstanding subsection (3) of this section, the commissioner shall waive 50 per-
44 cent of any civil penalty imposed on a transportation network company by order under this
45 section if the transportation network company provides evidence satisfactory to the com-

1 **missioner that the transportation network company paid the full remedy due, not including**
2 **any civil penalty, within 14 days after the order imposing the civil remedy became final by**
3 **operation of law or on appeal.**

4 (5) **Not later than April 30 of each year, the Commissioner of the Bureau of Labor and**
5 **Industries shall calculate an adjustment to the penalty amount specified in this section based**
6 **upon the increase, if any, from the preceding year to March of the year in which the calcu-**
7 **lation is made in the U.S. City Average Consumer Price Index for All Urban Consumers,**
8 **West Region (All Items) as prepared by the Bureau of Labor Statistics of the United States**
9 **Department of Labor or its successor.**

10 (6) **Notwithstanding any other provision of law, a driver’s classification status as an in-**
11 **dependent contractor or an employee shall not limit, restrict, diminish or constrain a**
12 **driver’s right to pursue a remedy under this section.**

13 **SECTION 25. Minimum requirements. (1) Sections 1 to 25 of this 2025 Act establish min-**
14 **imum requirements pertaining to compensation, benefits and protections for drivers.**

15 (2) **Nothing in sections 1 to 25 of this 2025 shall be construed to limit or otherwise affect**
16 **the applicability of any transportation network company policy, standard, contract or other**
17 **agreement that provides compensation and drivers protections that are more generous than**
18 **the minimum requirements of sections 1 to 25 of this 2025 Act for the benefit of workers.**

19
20 **CAPTIONS**

21
22 **SECTION 26. Captions. The unit and section captions used in this 2025 Act are provided**
23 **only for the convenience of the reader and do not become part of the statutory law of this**
24 **state or express any legislative intent in the enactment of this 2025 Act.**

25
26 **EFFECTIVE DATE**

27
28 **SECTION 27. Effective date. This 2025 Act being necessary for the immediate preserva-**
29 **tion of the public peace, health and safety, an emergency is declared to exist, and this 2025**
30 **Act takes effect July 1, 2025.**

31 _____