

SB 1166-2
(LC 4186)
5/12/25 (JAS/ps)

Requested by Senator JAMA

**PROPOSED AMENDMENTS TO
SENATE BILL 1166**

1 On page 1 of the printed bill, delete lines 4 through 18 and delete pages
2 2 through 18 and insert:

3

4 **“DEFINITIONS**

5

6 **“SECTION 1. Definitions. As used in sections 1 to 23 of this 2025**

7 **Act:**

8 **“(1) ‘Account deactivation’ means one or more of the following**
9 **actions imposed upon an individual driver by a transportation network**
10 **company:**

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

13 **“(b) Suspending a driver’s eligibility to provide network services.**

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

19 **“(3)(a) ‘Available platform time’ means the time a driver spends**
20 **logged in to the driver platform and is available to receive and accept**
21 **requests for a dispatched trip.**

1 “(b) ‘Available platform time’ does not mean any period of dis-
2 patched platform time or passenger platform time.

3 “(4) ‘Average hourly compensation’ means the average amount of
4 total compensation a driver earns per hour during passenger platform
5 time that is calculated by dividing the driver’s total earnings by the
6 total number of hours spent during passenger platform time within a
7 set period.

8 “(5) ‘Compensation’ includes any of the following payments made
9 to a driver by a transportation network company for the driver’s pro-
10 vision of network services:

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

12 “(b) Bonuses.

13 “(c) Incentive payments.

14 “(d) Tips.

15 “(6) ‘Digital network’ means the technology platform or system
16 associated with a transportation network company that connects
17 drivers with passengers through online applications, websites or other
18 digital means to facilitate the arrangement of dispatched trips.

19 “(7) ‘Dispatch location’ means the location of a driver at the time
20 the driver accepts a request for a dispatched trip through the driver
21 platform.

22 “(8)(a) ‘Dispatched platform time’ means the period of time a driver
23 spends traveling from a dispatch location to:

24 “(A) A passenger pick-up location; or

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

26 “(b) ‘Dispatched platform time’ does not include any period of pas-
27 senger platform time.

28 “(9) ‘Dispatched trip’ means the total duration that a driver spends
29 completing a ride starting from the time a driver accepts a real-time
30 request to retrieve a passenger from a passenger pick-up location and

1 ending at the passenger drop-off location.

2 “(10) ‘Driver’ means an individual who uses a personal motor vehicle
3 to provide network services that are facilitated through a trans-
4 portation network company’s driver platform.

5 “(11) ‘Driver platform’ means the driver-facing digital network util-
6 ized by a driver to manage the activities related to the network ser-
7 vices provided by the driver.

8 “(12) ‘Family member’ means:

9 “(a) The spouse or domestic partner of a driver;

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

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

12 “(d) A sibling or stepsibling of a driver or the sibling’s or
13 stepsibling’s spouse or domestic partner;

14 “(e) A grandparent of a driver or the grandparent’s spouse or do-
15 mestic partner;

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

18 “(g) Any individual related by blood or affinity whose close associ-
19 ation with a driver is the equivalent of a family relationship.

20 “(13) ‘Incentive payments’ means a sum of money paid to a driver
21 for activities that include but are not limited to completion of a cer-
22 tain number of consecutive dispatched trips or completion of a certain
23 number of dispatched trips during a particular time period or in a
24 specific geographical area.

25 “(14) ‘Network services’ means transportation provided by a driver
26 while the driver is logged in to the driver platform, including available
27 platform time, dispatched platform time and passenger platform time,
28 that are facilitated through the digital network.

29 “(15) ‘Nonprofit organization’ means an Oregon-based nonprofit or-
30 ganization that:

1 “(a) Is independent of any transportation network company in the
2 organization’s formation, funding and governance; and

3 “(b) Has demonstrated expertise and experience in advocating for
4 drivers’ rights, including providing culturally competent represen-
5 tation, outreach and educational services to drivers.

6 “(16) ‘Paid sick time’ means time off:

7 “(a) That is provided to a driver by a transportation network com-
8 pany;

9 “(b) That may be used for the purposes specified in section 9 of this
10 2025 Act; and

11 “(c) That is compensated at a rate equal to a driver’s average
12 hourly compensation for each hour of sick time used without re-
13 ductions in benefits, including but not limited to health care benefits,
14 that the driver earns from the transportation network company at the
15 time the driver uses the paid sick time.

16 “(17) ‘Passenger’ means any individual who is physically present in
17 the personal motor vehicle of a driver and for whom the driver is
18 providing network services that were requested by the individual or
19 by another third party using the digital network.

20 “(18) ‘Passenger drop-off location’ means the end point of a dis-
21 patched trip where a passenger is expected to disembark that is typi-
22 cally selected by the passenger at the time of booking network
23 services.

24 “(19) ‘Passenger fare’ means the amount charged to and paid by a
25 passenger for a dispatched trip excluding any amounts levied by state
26 or local government or port authority for taxes, fees and tolls.

27 “(20) ‘Passenger pick-up location’ means the specific location se-
28 lected by a passenger at which a driver is expected to retrieve the
29 passenger to begin a dispatched trip.

30 “(21) ‘Passenger platform miles’ means the miles traveled while one

1 or more passengers are being transported by a driver during a dis-
2 patched trip.

3 “(22) ‘Passenger platform time’ means the duration of time that a
4 driver is actively transporting one or more passengers from the pas-
5 senger pick-up location to the passenger drop-off location.

6 “(23) ‘Personal motor vehicle’ means a motor vehicle that is au-
7 thorized by a transportation network company for use by a driver for
8 purposes of providing network services in connection with the trans-
9 portation network company.

10 “(24) ‘Prescheduled ride’ means prearranged network services that
11 an individual schedules in advance before the actual time of travel to
12 ensure that a driver will be available at a designated pick-up time and
13 date.

14 “(25) ‘Shared passenger platform time’ means passenger platform
15 time for shared rides that commences at the first passenger pick-up
16 location and ends at the last passenger drop-off location.

17 “(26) ‘Shared ride’ means a dispatched trip that passengers may
18 request through the digital network that permits multiple passengers
19 to travel together in the same personal motor vehicle and share the
20 costs of the dispatched trip.

21 “(27) ‘Sick time’ means the leave time that is provided by a trans-
22 portation network company to a driver for a reason authorized under
23 section 9 of this 2025 Act.

24 “(28) ‘Single downloadable and searchable electronic file format’
25 means a single, aggregated electronic portable document format or
26 comma-separated values file that is downloadable and searchable and
27 that contains a table with each row representing a unique dispatched
28 trip and each column corresponding to an individual itemized element
29 from the trip receipt associated with the dispatched trip.

30 “(29) ‘Surcharge’ means any additional charge that is added to a

1 passenger fare that exceeds 120 percent of the minimum compensation
2 rates provided under section 2 of this 2025 Act.

3 “(30) ‘Tips’ means a verifiable sum presented by a passenger as a
4 gratuity in recognition of a driver’s provision of network services.

5 “(31) ‘Total earnings’ includes bonuses, incentive payments and
6 compensation, but does not include tips.

7 “(32) ‘Transportation network company’ has the meaning given that
8 term in ORS 742.518.

9

10 **“COMPENSATION**

11

12 **“SECTION 2. Compensation rates.** (1) Except as otherwise provided
13 in this section, a transportation network company may not compen-
14 sate a driver at a rate that is less than the compensation rates speci-
15 fied in this section.

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

18 “(a)(A) \$0.39 per minute of all passenger platform time; and

19 “(B) \$1.34 per passenger platform mile for all driven passenger
20 platform miles; or

21 “(b) \$6.00 per dispatched trip.

22 “(3) The compensation rates provided under subsection (2) of this
23 section shall apply as follows:

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

26 “(A) All dispatched platform time beginning after the elapse of nine
27 minutes of dispatched platform time.

28 “(B) Dispatched trips that are cancelled by an individual or the
29 transportation network company two or more minutes after the driver
30 accepted the dispatched trip, unless the cancellation is due to verified

1 **driver misconduct.**

2 **“(C) Dispatched trips that are cancelled by a driver in accordance**
3 **with the policies of a transportation network company allowing for**
4 **cancellations for good cause.**

5 **“(D) Dispatched trips that are cancelled because the expected pas-**
6 **senger fails to appear at the passenger pick-up location within five**
7 **minutes of the driver’s arrival at the passenger pick-up location.**

8 **“(b) For shared rides, the compensation rates shall apply to the full**
9 **distance traveled and the total amount of shared passenger platform**
10 **time spent during the shared ride.**

11 **“(c) For prescheduled rides, the compensation rates shall apply to**
12 **passenger platform time and any time the driver spends waiting at the**
13 **passenger pick-up location after the prescheduled time of arrival.**

14 **“(4) When an individual requests network services to accommodate**
15 **more than four passengers in a single personal motor vehicle, the**
16 **transportation network company shall pay the driver, in addition to**
17 **any other amounts due as compensation under subsection (2) of this**
18 **section, an amount equal to 150 percent of the compensation due under**
19 **subsection (2) of this section.**

20 **“(5) When a transportation network company applies a surcharge**
21 **to a dispatched trip, the transportation network company shall com-**
22 **pensate the driver, in addition to the amounts due under subsection**
23 **(2) of this section, an amount that is not less than 80 percent of the**
24 **total passenger fare.**

25 **“(6)(a) Not later than April 30 of each year, the Commissioner of**
26 **the Bureau of Labor and Industries shall calculate an adjustment to**
27 **the minimum compensation rates specified under subsection (2) of this**
28 **section based upon the increase, if any, from the preceding year to**
29 **March of the year in which the calculation is made in the U.S. City**
30 **Average Consumer Price Index for All Urban Consumers, West Region**

1 **(All Items) as prepared by the Bureau of Labor Statistics of the United
2 States Department of Labor or its successor.**

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

10 **“(7)(a) A transportation network company shall remit to drivers all
11 tips. Tips paid to a driver are in addition to, and may not count to-
12 ward, the minimum compensation rates required under subsection (2)
13 of this section.**

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

18 **“(8)(a) A transportation network company may not withhold, de-
19 duct or divert any portion of a driver’s compensation unless:**

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

22 **“(B) The deductions are voluntarily authorized in writing by the
23 driver, are for the driver’s benefit and are recorded in the transpor-
24 tation network company’s books.**

25 **“(C) The driver has voluntarily signed an authorization for a de-
26 duction for any other item, provided that the ultimate recipient of the
27 money withheld is not the transportation network company and that
28 the deduction is recorded in the transportation network company’s
29 books.**

30 **“(D) The deduction is authorized by a collective bargaining agree-**

1 ment to which the transportation network company is a party.

2 “(E) The deduction is authorized in writing by the driver to be
3 contributed by the driver to charitable organizations, including con-
4 tributions made pursuant to ORS 663.110.

5 “(F) The deduction is authorized in writing by the driver to be vol-
6 untarily contributed by the driver to the driver resource center pur-
7 suant to section 6 of this 2025 Act.

8 “(G) The deduction is authorized under ORS 18.736, provided the
9 deduction does not reduce the driver's compensation below the mini-
10 mum compensation rates required under subsection (2) of this section.

11 “(H) The deduction is made from the payment of compensation
12 upon termination and is authorized pursuant to a written agreement
13 between the driver and transportation network company for the re-
14 payment of a loan made to the driver by the transportation network
15 company, if all of the following conditions are met:

16 “(i) The driver has voluntarily signed the agreement;

17 “(ii) The loan was paid to the driver in cash or other medium per-
18 mitted by ORS 652.110;

19 “(iii) The loan was made solely for the driver's benefit and was not
20 used, either directly or indirectly, for any purpose required by the
21 transportation network company or connected with the driver's net-
22 work services with the transportation network company;

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

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

27 “(b) When a transportation network company deducts an amount
28 from a driver's compensation as required or authorized by law or
29 agreement, the transportation network company shall pay the amount
30 deducted to the appropriate recipient as required by the law or agree-

1 ment. The transportation network company shall pay the amount de-
2 ducted within the time required by the law or the agreement or, if the
3 time for payment is not specified by the law or agreement, within
4 seven days after the date the compensation from which the deductions
5 are made are due. Failure to pay the amount as required constitutes
6 an unlawful deduction.

7 “(c) This section does not:

8 “(A) Prohibit deductions by checkoff dues to labor organizations or
9 service fees when the deductions are not otherwise prohibited by law;
10 or

11 “(B) Diminish or enlarge the right of any person to assert and en-
12 force a lawful setoff or counterclaim or to attach, take, reach or apply
13 a driver's compensation on due legal process.

14 “(9) In addition to any other sanctions provided by law, a violation
15 of this section is an unlawful practice. A driver alleging an unlawful
16 practice under this section may file a complaint with the Commis-
17 sioner of the Bureau of Labor and Industries in the manner provided
18 by ORS 659A.820.

19 “**SECTION 3. Driver resource center.** (1) The Bureau of Labor and
20 Industries shall use an open and competitive bidding process to con-
21 tract with a nonprofit organization to provide financial support to the
22 nonprofit organization to operate a driver resource center dedicated
23 to providing low-cost or no-cost support and assistance to drivers, in-
24 cluding but not limited to:

25 “(a) Representing drivers in arbitration proceedings as applicable;
26 and

27 “(b) Providing culturally competent assistance, training and edu-
28 cational resources to drivers.

29 “(2)(a) A transportation network company shall, using materials
30 provided by the driver resource center, provide drivers with informa-

1 tition about the driver resource center. The information must include,
2 but is not limited to, the driver resource center's contact information
3 and information regarding the drivers' right to receive assistance and
4 support from the driver resource center.

5 "(b) A transportation network company shall provide the informa-
6 tion to drivers as follows:

7 "(A) To existing drivers, through electronic mail and any other
8 means most commonly used to communicate with the drivers.

9 "(B) To new drivers, at the time the new drivers are brought onto
10 the driver platform.

11 "(C) To a driver at the time of the driver's account deactivation, if
12 applicable.

13 "**SECTION 4. Driver Resource Center Fund.** (1) The Driver Resource
14 Center Fund is established in the State Treasury, separate and distinct
15 from the General Fund. Interest earned by the Driver Resource Center
16 Fund shall be credited to the fund.

17 "(2) The fund consists of moneys appropriated to the Bureau of
18 Labor and Industries by the Legislative Assembly and other moneys
19 appropriated to, allocated to, deposited in, credited to or transferred
20 to the fund by the Legislative Assembly or otherwise.

21 "(3) Moneys in the fund are continuously appropriated the bureau
22 for purposes described in section 3 (1) of this 2025 Act.

23 "(4) Moneys in the fund may be used solely to carry out the pur-
24 poses set forth in section 3 (1) of this 2025 Act, including the payment
25 of administrative costs and expenses.

26 "**SECTION 5. Appropriation.** In addition to and not in lieu of any
27 other appropriation, there is appropriated to the Bureau of Labor and
28 Industries, for the biennium beginning July 1, 2025, out of the General
29 Fund, the amount of \$4,000,000 for deposit in the Driver Resource
30 Center Fund established by section 4 of this 2025 Act to be expended

1 as described in section 3 of this 2025 Act.

2 **“SECTION 6. Voluntary contributions.** (1) A transportation network
3 company shall, in the manner prescribed in this section, provide a
4 means for drivers to authorize deductions from the driver’s compen-
5 sation from each dispatched trip to make voluntary contributions to
6 the driver resource center described under section 3 of this 2025 Act
7 to support the activities of the driver resource center.

8 **“(2)(a)** A transportation network company may deduct voluntary
9 contributions from a driver’s compensation for each dispatched trip
10 only upon receipt of the driver’s express authorization made pursuant
11 to paragraph (b) of this subsection.

12 **“(b)** A driver may authorize a transportation network company to
13 deduct voluntary contributions from the driver’s compensation by
14 providing the transportation network company with written affirma-
15 tive consent that specifies:

16 **“(A) Sufficient information identifying the driver.**

17 **“(B) The designated amount of compensation that the driver vol-
18 untarily elects to be deducted and remitted to the driver resource
19 center, including whether the amount will be deducted as:**

20 **“(i) A fixed amount per dispatched trip; or**

21 **“(ii) A percentage of the total compensation earned per dispatched
22 trip.**

23 **“(3)(a) A transportation network company shall begin making the
24 deductions no later than 30 days after receiving the driver’s authori-
25 zation under subsection (2) of this section.**

26 **“(b) A transportation network company shall remit the deducted
27 contributions to the driver resource center on a monthly basis, but in
28 no event later than 28 days following the end of the month in which
29 the deductions were made.**

30 **“(4) A driver’s authorization for a transportation network company**

1 to make deductions for the purpose of voluntarily contributing to the
2 driver resource center shall remain in effect until the driver provides
3 express written notification to the transportation network company
4 revoking the authorization.

5 “(5) A voluntary deduction made pursuant to and in accordance
6 with this section that results in a failure to meet the minimum com-
7 pensation requirements set forth under section 2 of this 2025 Act does
8 not constitute a violation of that section.

9 **“SECTION 7. Timelines.** (1) Not later than January 1, 2026, the Bu-
10 reau of Labor and Industries shall enter into a contract with a
11 nonprofit organization to serve as the driver resource center described
12 in section 3 of this 2025 Act.

13 “(2) A transportation network company shall begin providing the
14 information described in section 3 (2) of this 2025 Act to drivers not
15 later than 90 days following the date specified in subsection (1) of this
16 section.

17
18 **“SICK LEAVE**

19
20 **“SECTION 8. Accrual.** (1) A transportation network company shall
21 implement a sick time policy that allows a driver to accrue at least
22 one hour of paid sick time for every 30 hours of passenger platform
23 time.

24 “(2)(a) Except as otherwise provided in this section, a driver shall
25 begin to earn and accrue sick time on the first day the driver is au-
26 thorized to perform network services with a transportation network
27 company. The driver may carry over up to 40 hours of unused sick
28 time from one year to a subsequent year. If a driver carries over un-
29 used sick time to a subsequent year, accrual of sick time in the sub-
30 sequent year must be in addition to the hours accrued and carried over

1 from the previous year.

2 “(b) A transportation network company:

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

5 “(B) May adopt a policy that limits a driver to using no more than
6 40 hours of sick time in a year.

7 “(3) A transportation network company is not required to carry
8 over unused sick time if, by mutual consent, the transportation net-
9 work company and a driver agree that the driver will be paid for all
10 unused paid sick time at the end of the year in which the sick time
11 is accrued and the transportation network company will credit the
12 driver with an amount of paid sick time that meets the requirements
13 of this section on the first day of the immediately subsequent year.

14 “(4)(a) A driver is eligible to use sick time upon recording 90 hours
15 of passenger platform time on the transportation network company’s
16 driver platform and may use sick time as it is accrued.

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

20 “(c) A transportation network company shall pay a driver for ac-
21 crued paid sick time used at a rate that is equal to the average hourly
22 compensation rate.

23 “(5)(a) Subject to paragraph (b) of this subsection, if a driver does
24 not record any passenger platform time in a transportation network
25 company’s driver platform for a period of 180 or more consecutive
26 days, the balance of any sick time accrued and unused thus far shall
27 be forfeited. Nothing in this paragraph requires the forfeiture of any
28 passenger platform time recorded thus far.

29 “(b) If a driver records any amount of passenger platform time
30 within 180 days of the 180-day period described in paragraph (a) of this

1 subsection, the transportation network company shall restore the
2 driver's accrued sick time balance, which shall be available for the
3 driver's use upon recording 90 hours of passenger platform time fol-
4 lowing the 180-day period.

5 **"SECTION 9. Allowable uses of sick time.** A driver may use sick
6 time earned under section 8 of this 2025 Act:

7 **"(1) For a driver's mental or physical illness, injury or health con-
8 dition, need for medical diagnosis, care or treatment of a mental or
9 physical illness, injury or health condition or need for preventive
10 medical care.**

11 **"(2) For care of a family member with a mental or physical illness,
12 injury or health condition, care of a family member who needs medical
13 diagnosis, care or treatment of a mental or physical illness, injury or
14 health condition or care of a family member who needs preventive
15 medical care.**

16 **"(3) To care for a child of the driver who is suffering from an ill-
17 ness, injury or condition that requires home care or who requires
18 home care due to the closure of the child's school or child care pro-
19 vider as a result of a public health emergency.**

20 **"(4) To address the death of a family member by:**

21 **"(a) Attending the funeral or alternative to a funeral of the family
22 member;**

23 **"(b) Making arrangements necessitated by the death of the family
24 member; or**

25 **"(c) Grieving the death of the family member.**

26 **"(5) Notwithstanding the definitions of 'covered employer' or 'eli-
27 gible employee' under ORS 659A.270, for any purpose described under
28 ORS 659A.272.**

29 **"(6) To donate accrued sick time to another driver if the other
30 driver uses the donated sick time for a purpose specified in this section**

1 and the transportation network company has a policy that allows a
2 driver to donate sick time to another driver for a purpose specified in
3 this section.

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

6 “(a) An order by a public official prohibiting the provision of net-
7 work services due to a public health emergency;

8 “(b) A determination by a lawful public health authority or by a
9 health care provider that the presence of the driver or the family
10 member of the driver in the community would jeopardize the health
11 of others, such that the driver must provide self-care or care for the
12 family member; or

13 “(c) The exclusion of the driver from the workplace under any law
14 or rule that requires the transportation network company to exclude
15 the driver from the workplace for health reasons.

16 “(8) During a period of a driver’s account deactivation or other
17 status that prevents the driver from performing network services on
18 the transportation network company’s digital network.

19 “**SECTION 10. Minimum use increments; notice to transportation**
20 **network company.** (1) Upon request of a driver with accrued sick time
21 available, a transportation network company must allow the driver to
22 use sick time. If possible, the driver shall include the anticipated du-
23 ration of the sick time requested in the request.

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

26 “(3)(a) A transportation network company shall establish an acces-
27 sible system for drivers to request and use sick time. The system must
28 be available to drivers on the driver platform.

29 “(b) The Commissioner of the Bureau of Labor and Industries shall
30 adopt rules that prescribe the minimum criteria for the system to en-

1 sure that drivers have sufficient information to understand and readily
2 access their sick time. The minimum criteria may include, but need
3 not be limited to:

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

5 “(B) System capabilities to provide timely responses to requests to
6 use sick time;

7 “(C) Information regarding accrued sick time balances; and

8 “(D) Information regarding how a driver’s current average hourly
9 compensation rate was calculated for a particular period.

10 “(4) A transportation network company may require the driver to
11 comply with the transportation network company’s usual and cus-
12 tomary notice and procedural requirements for absences or for re-
13 questing time off provided that those requirements do not interfere
14 with the ability of the driver to use sick time.

15 “(5)(a) If the need to use sick time is foreseeable, the transportation
16 network company may require reasonable advance notice of the
17 driver’s intention to use sick time, not to exceed 10 days prior to the
18 date the sick time is to begin or as soon as otherwise practicable.

19 “(b) If the need to use sick time is unforeseeable, the driver shall
20 provide notice to the transportation network company as soon as
21 practicable and must comply generally with the transportation net-
22 work company’s notice or procedural requirements for requesting or
23 reporting other time off provided that those requirements do not in-
24 terfere with the ability of the driver to use sick time.

25 “(6) A transportation network company may require verification
26 from a health care provider or certification of the need for leave for
27 a purpose described under section 9 of this 2025 Act in the same man-
28 ner and to the same extent permitted under ORS 653.626. If a trans-
29 portation network company requires verification or certification under
30 this subsection, the transportation company shall compensate a driver

1 for the use of sick time not later than the driver's next regularly
2 scheduled date of compensation following the transportation network
3 company's receipt of the requested verification or certification.

4 "(7) A driver who accepts and completes a dispatched trip during a
5 period for which the driver requested to use sick time shall be pre-
6 sumed not to have used sick time for the duration of that trip.

7 "(8) A transportation network company shall compensate a driver
8 for any amount of sick time used by the driver at the time of the
9 driver's next regularly scheduled date of compensation but not later
10 than 14 days following the date on which the driver used sick time.

11 "**SECTION 11. Accrual amount records.** (1) A transportation net-
12 work company shall provide to each driver, on a weekly basis, written
13 notification of the following:

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

16 " (b) The average hourly compensation rate based on passenger
17 platform time for the calendar month in which the sick time is used.

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

19 " (d) Written notice of the requirements of this section and sections
20 8, 9 and 10 of this 2025 Act in accordance with rules adopted by the
21 Commissioner of the Bureau of Labor and Industries.

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

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

27 " (4) Health information of a driver related to sick time is confi-
28 dential and may not be released without the permission of the driver.
29 Information pertaining to leave for a purpose described under section
30 9 (5) of this 2025 Act is confidential to the same extent that such in-

1 formation is confidential under ORS 659A.280.

2 **“SECTION 12. Unlawful practices.** (1) It is an unlawful practice for
3 a transportation network company or any other person to:

4 “(a) Deny, interfere with, restrain or fail to pay for sick time to
5 which a driver is entitled under sections 8, 9 and 10 of this 2025 Act;

6 “(b) Retaliate or in any way discriminate against a driver with re-
7 spect to any term or condition of providing network services because
8 the driver has inquired about the provisions of sections 8, 9, 10 and 11
9 of this 2025 Act, submitted a request for sick time, taken sick time,
10 participated in any manner in an investigation, proceeding or hearing
11 related to this section, or invoked any provision of this section; or

12 “(c) Apply an absence control policy that includes sick time ab-
13 sences covered under sections 8, 9 and 10 of this 2025 Act as an absence
14 that may lead to or result in an adverse action against the driver.

15 “(2) The Bureau of Labor and Industries may adopt any rules nec-
16 essary to implement the provisions of this section and sections 8, 9,
17 10 and 11 of this 2025 Act.

18

19 **“TRIP RECEIPTS AND EARNINGS DOCUMENTATION**

20

21 **“SECTION 13. Driver and passenger receipts.** (1) A transportation
22 network company must provide each driver and passenger with dis-
23 patched trip receipt data as provided in this section.

24 “(2) Within 24 hours of a driver’s completion of a dispatched trip,
25 a transportation network company shall:

26 “(a) Issue to the driver dispatched trip receipts containing the fol-
27 lowing information for each completed trip:

28 “(A) The total amount of passenger platform time.

29 “(B) The total amount of passenger platform miles.

30 “(C) The passenger fare.

1 “(D) The amount of dispatched platform time, passenger platform
2 time and passenger platform miles subject to the minimum compen-
3 sation rates under section 2 of this 2025 Act.

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

7 “(F) Tip amounts, if any.

8 “(G) The driver’s gross payment.

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

10 “(I) An itemized statement of deductions for fees, tolls, commis-
11 sions, lease fees and other charges.

12 “(J) Whether a personal motor vehicle with the capacity to trans-
13 port more than four passengers was needed for the dispatched trip.

14 “(K) Whether the trip was a prescheduled ride.

15 “(L) General details regarding the passenger pick-up and passenger
16 drop-off location that, at a minimum, provide the specific block num-
17 ber at which the passenger pick-up and passenger drop-off occurred.
18 Nothing in this paragraph prohibits a transportation network company
19 from describing the details of the passenger pick-up and passenger
20 drop-off with a greater level of specificity.

21 “(b) Transmit, on behalf of the driver, an electronic receipt con-
22 taining the following information to each passenger who paid a pas-
23 senger fare:

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

25 “(B) General details regarding the passenger pick-up and passenger
26 drop-off location that, at a minimum, provide the specific block num-
27 ber at which the passenger pick-up and passenger drop-off occurred.
28 Nothing in this paragraph prohibits a transportation network company
29 from describing the details of the passenger pick-up and passenger
30 drop-off with a greater level of specificity.

1 “(C) The total duration and distance of the dispatched trip.
2 “(D) The driver’s first name.
3 “(E) The total passenger fare paid, including an itemization of all
4 charges and fees.

5 “(F) Tip amounts paid, if any.

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

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

11 “(a) The driver’s total passenger platform time.

12 “(b) Total driver’s total passenger platform miles.

13 “(c) The amount of dispatched platform time, passenger platform
14 time and passenger platform miles subject to the minimum compen-
15 sation rates under section 2 of this 2025 Act.

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

17 “(e) The driver’s gross payment, itemized by:

18 “(A) Rate per minute;

19 “(B) Rate per mile; and

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

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

24 “(g) Itemized deductions for fees, tolls, commissions, lease fees and
25 other charges.

26 “(h) Any amounts deducted from the driver’s compensation during
27 the dispatched trip to make voluntary contributions authorized by the
28 driver under section 6 of this 2025 Act.

29 “(i) The total amount of passenger fares.

30 “(4) A transportation network company shall make the dispatched

1 trip receipt information described under subsection (2) of this section
2 available to drivers in a single downloadable and searchable electronic
3 file format. A transportation network company shall maintain the in-
4 formation for not less than three years after the date on which the
5 transportation network company first issues the information to a
6 driver and make the information available for examination by the
7 driver.

8

9 **“REPORTING AND RECORDKEEPING**

10

11 **“SECTION 14. Monthly report.** (1) Each transportation network
12 company shall, on a monthly basis, prepare, compile and submit to the
13 Bureau of Labor and Industries reports, lists and data concerning the
14 following:

15 “(a) For each period of available platform time, dispatched platform
16 time and passenger platform time, the distance traveled in miles and
17 time spent in seconds expressed as a percent carried to three decimal
18 places.

19 “(b) Detailed information regarding available platform time, in-
20 cluding the date and start and stop times, rounded to the nearest
21 second, of all available platform time.

22 “(c) Itemized driver compensation for each dispatched trip, includ-
23 ing:

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

26 “(B) Any premiums applicable to a dispatched trip that required a
27 personal motor vehicle with capacity to transport more than four
28 passengers;

29 “(C) Applicable surcharges;

30 “(D) Tip information; and

1 “(E) Applicable deductions.

2 “(d) For each dispatched trip, detailed trip information regarding
3 the date, time and passenger pick-up and passenger drop-off locations
4 exclusive of any personally identifiable driver information or approved
5 unique identifiers.

6 “(e) Approved unique identifiers.

7 “(f) Passenger fares.

8 “(g) Information regarding new drivers who have joined the plat-
9 form since the last report.

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

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

15 “(a) Regarding the security and privacy of the information.

16 “(b) For submitting the information using approved unique identi-
17 fiers that aggregate a driver’s information across multiple driver
18 platforms.

19 “(c) For data aggregation for purposes of summarizing the disag-
20 gregated data required to be reported to the bureau under this section.

21 “SECTION 15. Reporting timelines. Each transportation network
22 company shall submit the first monthly report required under section
23 14 of this 2025 Act not later than nine months following the effective
24 date of this 2025 Act.

25 “SECTION 16. Annual report to the legislature. Not later than De-
26 cember 15 of each year, the Bureau of Labor and Industries shall
27 compile and report to the committees of the Legislative Assembly re-
28 lated to business and labor a summary of information received by the
29 bureau pursuant to section 14 of this 2025 Act for the prior year. The
30 bureau shall submit the report, in the manner provided in ORS 192.245,

1 and may include recommendations for legislation.

2 **“SECTION 17. First report to the legislature.** The Bureau of Labor
3 and Industries shall submit the first report required under section 16
4 of this 2025 Act to the committees of the Legislative Assembly related
5 to business and labor not later than December 15, 2026.

6 "SECTION 18. Transportation network company recordkeeping.

7 Each transportation network company shall:

8 **“(1) Keep and maintain records necessary to demonstrate compli-**
9 **ance with sections 2, 6, 8, 10, 11, 13 and 14 of this 2025 Act;**

10 **“(2) Keep and maintain the records described under this section for**
11 **a period of at least three years; and**

12 **“(3) Provide records kept and maintained under this section to the**
13 **Bureau of Labor of Industries upon request.**

“DRIVER PROTECTIONS”

17 **“SECTION 19. Notice of rights. Each transportation network com-**
18 **pany shall provide a written notice of rights to every driver who pro-**
19 **vides transportation services in connection with the transportation**
20 **network company. The notice shall:**

21 “(1) Be written in plain language and in the five most commonly
22 spoken languages in this state; and

23 “(2) Include information regarding a driver’s right to:

24 **“(a) Receive compensation in accordance with the standards under**
25 **section 2 of this 2025 Act:**

26 **“(b) Accrue and use sick time in accordance with the standards**
27 **under sections 8, 9 and 10 of this 2025 Act:**

28 “(c) Be free from retaliation for inquiring about or exercising the
29 rights afforded to drivers under sections 1 to 23 of this 2025 Act; and

39 “(d) Pursue remedies in accordance with section 22 of this 2025 Act.

1 “**SECTION 20. Retaliation.** It is an unlawful practice under ORS
2 chapter 659A for a transportation network company to retaliate or
3 take adverse action against a driver for inquiring about or exercising
4 any right afforded to the driver under sections 1 to 23 of this 2025 Act.

“ENFORCEMENT

8 **“SECTION 21. Enforcement.** (1) The Bureau of Labor and Industries
9 shall administer and enforce sections 1 to 23 of this 2025 Act and may
10 adopt or establish rules and procedures that the bureau considers
11 necessary or appropriate for such administration and enforcement.

12 **“(2) The Commissioner of the Bureau of Labor and Industries has**
13 **the same enforcement powers with respect to the rights established**
14 **under sections 2, 8, 9, 10, 11 and 12 of this 2025 Act as are established**
15 **in ORS chapters 652 and 653.**

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

18 **“(a) Commence an investigation of any complaint filed alleging a**
19 **violation of sections 1 to 23 of this 2025 Act and may make inquiries**
20 **and conduct the investigations in the same manner and to the extent**
21 **provided under ORS 659A.835.**

22 **“(b) Investigate policies and practices of transportation network**
23 **companies to ensure compliance with the provisions of sections 1 to**
24 **23 of this 2025 Act.**

25 **(c) Initiate investigations when the commissioner has reason to**
26 **believe that a transportation network company has committed an un-**
27 **lawful practice or violated any provision of sections 1 to 23 of this 2025**
28 **Act.**

29 **“SECTION 22. Remedies.** (1) Notwithstanding the definition of ‘em-
30 ployee’ under ORS 652.310 and the definition of ‘wage claim’ under

1 ORS 652.320, and regardless of whether a driver is classified as an
2 employee or an independent contractor, a driver has the same rights
3 and protections provided under ORS 652.310 to 652.314, including the
4 right to file a wage claim with the Bureau of Labor and Industries.

5 “(2) In addition to any other relief provided by law, a driver claim-
6 ing to be aggrieved by an unlawful practice in violation of sections 1
7 to 23 of this 2025 Act may file a complaint with the Commissioner of
8 the Bureau of Labor and Industries in the manner provided by ORS
9 659A.820 or bring a civil action under ORS 659A.885.

10 “(3)(a) In addition to any other relief provided by law, the Com-
11 missioner of the Bureau of Labor and Industries may assess a civil
12 penalty of \$1,000 against a transportation network company that has
13 violated any provision under sections 1 to 23 of this 2025 Act or any
14 rule adopted under sections 1 to 23 of this 2025 Act. Each violation is
15 a separate and distinct offense. In the case of a continuing violation,
16 each day's continuance is a separate and distinct violation.

17 “(b) Civil penalties under this subsection shall be imposed in the
18 manner provided in ORS 183.745.

19 “(4) Notwithstanding subsection (3) of this section, the commis-
20 sioner shall waive 50 percent of any civil penalty imposed on a trans-
21 portation network company by order under this section if the
22 transportation network company provides evidence satisfactory to the
23 commissioner that the transportation network company paid the full
24 remedy due, not including any civil penalty, within 14 days after the
25 order imposing the civil remedy became final by operation of law or
26 on appeal.

27 “(5) Not later than April 30 of each year, the Commissioner of the
28 Bureau of Labor and Industries shall calculate an adjustment to the
29 penalty amount specified in this section based upon the increase, if
30 any, from the preceding year to March of the year in which the cal-

1 culation is made in the U.S. City Average Consumer Price Index for
2 All Urban Consumers, West Region (All Items) as prepared by the
3 Bureau of Labor Statistics of the United States Department of Labor
4 or its successor.

5 “(6) Notwithstanding any other provision of law, a driver’s classi-
6 fication status as an independent contractor or an employee shall not
7 limit, restrict, diminish or constrain a driver’s right to pursue a rem-
8 edy under this section.

9 **“SECTION 23. Minimum requirements.** (1) Sections 1 to 23 and 24
10 of this 2025 Act establish minimum requirements pertaining to com-
11 pensation, benefits and protections for drivers.

12 “(2) Nothing in sections 1 to 23 and 24 of this 2025 shall be construed
13 to limit or otherwise affect the applicability of any transportation
14 network company policy, standard, contract or other agreement that
15 provides compensation and drivers protections that are more generous
16 than the minimum requirements of sections 1 to 23 and 24 of this 2025
17 Act for the benefit of workers.

18

19 **“JUST CAUSE FOR ACCOUNT DEACTIVATIONS**

20

21 **“SECTION 24. Just cause standard.** (1) As used in this section:

22 “(a) ‘Account deactivation,’ ‘driver’ and ‘transportation network
23 company’ have the meanings given those terms in section 1 of this 2025
24 Act.

25 “(b) ‘Fair and objective investigation’ means an investigation that:

26 “(A) Is sufficiently thorough to justify an account deactivation;

27 “(B) Is conducted in an unbiased and neutral manner, based on the
28 facts collected; and

29 “(C) Includes a good faith effort to identify and review any
30 exculpatory evidence that the transportation network company can

1 reasonably access.

2 “(c) ‘Progressive discipline system’ means a disciplinary system
3 under which disciplinary measures involve graduated and propor-
4 tionate responses to a driver’s misconduct or failure to comply with
5 the policies of the transportation network company.

6 “(2) A transportation network company may not issue an account
7 deactivation against a driver unless the deactivation is for just cause.

8 For purposes of this section:

9 “(a) A transportation network company issues an account deacti-
10 vation for just cause only if all of the following conditions are satis-
11 fied:

12 “(A) Prior to the issuance of an account deactivation, the trans-
13 portation network company has notified the driver of policies ex-
14 plaining the circumstances and conduct that warrant account
15 deactivation;

16 “(B) The transportation network company’s policies regarding ac-
17 count deactivation are applied consistently among drivers in similar
18 circumstances;

19 “(C) The transportation network company has conducted a fair and
20 objective investigation into the alleged misconduct;

21 “(D) A claim of a violation of the transportation network company’s
22 policies or a claim of misconduct has been substantiated;

23 “(E) The policies or rules of the transportation network company
24 regarding account deactivation are reasonably related to ensuring safe
25 and efficient operations;

26 “(F) Any account deactivation imposed by the transportation net-
27 work company is taken in accordance with a progressive discipline
28 system that has been adopted by the transportation network company;
29 and

30 “(G) Any account deactivation imposed by the transportation net-

1 work company is reasonably related to the alleged misconduct and
2 takes into account any mitigating circumstances and the driver's prior
3 work history with the transportation network company.

4 **(b) The transportation network company has the burden of estab-**
5 **lishing by clear and convincing evidence that any account deactivation**
6 **for just cause meets the conditions set forth in paragraph (a) of this**
7 **subsection.**

8 **“SECTION 25. Civil action for violation of just cause.** (1) A driver
9 may bring a civil action against a transportation network company
10 that issues an account deactivation against a driver in violation of the
11 just cause standard under section 24 of this 2025 Act for economic and
12 noneconomic damages, as defined in ORS 31.705, and for injunctive or
13 other equitable relief.

14 **“(2) An action under this section must be commenced not later than**
15 **one year after the conduct that gives rise to the claim.**

16 **“(3) The court shall award reasonable attorney fees to a plaintiff**
17 **who prevails in an action under this section.**

18 **“SECTION 26.** A civil action brought under section 25 of this 2025
19 Act applies to claims that arise under section 25 of this 2025 Act on
20 or after the effective date of this 2025 Act.

“CAPTIONS

“**SECTION 27. Captions.** The unit and section captions used in this 2025 Act are provided only for the convenience of the reader and do not become part of the statutory law of this state or express any legislative intent in the enactment of this 2025 Act.

“OPERATIVE DATE

1 “**SECTION 28. Operative date.** Sections 2, 6, 8, 9, 10, 11, 12, 13, 14,
2 15, 16, 17, 18, 19, 20, 21, 22 and 23 of this 2025 Act become operative on
3 January 1, 2026.

4

“EFFECTIVE DATE

6

7 **“SECTION 29. Effective date.** This 2025 Act being necessary for the
8 immediate preservation of the public peace, health and safety, an
9 emergency is declared to exist, and this 2025 Act takes effect July 1,
10 2025.”.

11