

Draft Recommendations (For Review During the 12/5 Committee Meeting)**Committee on the Compensation, Wellbeing, and Fair Treatment of
Transportation Network Company Drivers****1. Recommendation Area: Pay Transparency**

- A. Drivers should be provided with a notice regarding compensation upon initial account activation and annually thereafter.
- Driver notice in English and __other languages____ that must be provided at initial driver account activation and annually thereafter. The notice must include the following:
 - i. Right to legally required minimum compensation
 - ii. Policies outlining frequency and manner of pay
 - iii. Rights and process for allegations of TNC's failure to comply with legal obligations related to minimum compensation
 - iv. Ability to sign up for PFML starting 1/1/26
- B. When a TNC alerts a driver of a possible assignment to transport a rider, the TNC must indicate:
- the number of miles and likely travel time from the driver's current location to the pickup;
 - the length and likely travel time of the trip; and
 - the minimum fare compensation for the trip.
- C. Within 24 hours of each trip completion, the TNC must transmit a detailed electronic receipt to the driver containing the following information for each unique trip or portion of a unique trip:
- the date, location (origin and destination), total distance traveled, and time spent from acceptance of the assignment to its completion;
 - the time taken and total distance traveled from pickup to drop-off of the rider;
 - an itemization of the total fare or fee paid by the rider; and
 - the total compensation to the driver specifying the rate of pay, any applicable price multiplier or variable pricing policy in effect, tip compensation, and a specifically itemized list of all costs and reimbursements to, or charged to, the driver.
- D. Each week, the TNC must transmit a weekly summary to the driver containing the following information:
- Total time logged into application
 - Total P2 and P3 time and mileage
 - Total fares or fees paid by riders
 - Total gratuities
 - Total compensation
- E. TNCs will maintain trip receipts and weekly summaries for at least 3 years.
- F. The TNC must provide notice to drivers of any changes to the drivers' total compensation in writing or electronically prior to the date the changes take effect.
- G. 48-hour notice to changes in compensation policy
- H. Enforcement mechanism for pay transparency requirements

2. Deactivation and Due Process

- A. TNCs must maintain a written deactivation policy. Drivers should be provided with the deactivation policy upon initial account activation and annually thereafter. The policy should be provided in English and ___other languages___.
- B. The deactivation policy must define and prohibit unwarranted deactivations.
- C. Warning required prior to deactivation except in the case of deactivation for serious misconduct
- D. Drivers must be provided with written notice of deactivation that includes the following:
 - Reason for the deactivation
 - Anticipated length of the deactivation, if known
 - Effective date of the deactivation
 - Description of the steps the driver can take to remedy the deactivation, if applicable
 - The driver's right to challenge the deactivation
 - The process for challenging the deactivation
- E. Deactivation policies must include a process to challenge or appeal a deactivation with relevant deadlines
- F. Process for review of deactivations prior to the effective date of any legislation. More discussions on the period covered.
- G. In circumstances where the deactivation occurs because of a technical issue or processing errors on the side of the TNC, drivers should receive compensation at an agreed upon amount.

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3. Driver Support

- A. Driver Resource Center operated by third party to provide in-language assistance to drivers, potential drivers, and/or deactivated drivers, to help with communications with the TNC, deactivation challenges, and other driver needs.
- B. Driver safety related to passenger identification
- C. Specific criminal penalties for threatening or assaulting a driver
- D. In-app support for drivers

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