Progress Toward A Fair For-Hire Vehicle Industry
Executive Summary

Like many drivers, Cynthia became an Uber driver because their promises of high earnings and flexibility were so enticing. Before long, she realized that she was entering an industry that considers its drivers as little more than a means to keeping their overhead low and their profits high.

“It’s like I live in my car. And I always get upset, especially with the Facebook groups. These drivers post that they make a trip for $200, $300 and everybody’s like, ‘Wow! Amaze!’ But to find those trips takes a lot of luck and then you subtract everything that you really [make] on that day; you have to spend gas, time, and effort and everything. Those 300 dollars become like nothing. It becomes like 50 bucks at the end.”

Listen to Cynthia’s whole story at http://IDG.ms/Cynthia

After offering attractive rates at the outset, Uber and Lyft repeatedly reduced driver pay and hiked their cut of each fare, violating and voiding rider and driver agreements again and again. They have slashed the earning potential for drivers dramatically and redirected the profits from New Yorkers’ labor out of our community and into the coffers of privately held multinational corporations. Riders are being gouged and drivers who already invested their savings and took out loans to join the industry have been left with little choice but to work longer and longer hours to make ends meet.

There is an urgent need for action. Workers are in financial crisis, which is leading to mounting safety hazards. A recent Independent Drivers Guild (IDG) survey of New York City drivers found that:

- 73% of workers that had been in the industry for at least a year reported their financial well-being was worse now than had been previously.
- 73% of drivers worked more than 10 hours on their most recent shift.
• 56% reported being paid less than $150 before business expenses on their most recent shift.
• Workers that lease or rent their vehicle report mean annual expenses of $35,464, and a median of $31,200.
• Workers that own their vehicle or have a loan had a mean annual cost of $30,056, and a median of $21,424.
• 89% reported that being a For-Hire Vehicle (FHV) worker was their main source of income.
• 57% identified their household income as less than $50,000/year. 22% of respondents reported household earnings of less than $30,000 per year.
• 56% indicated they care for a dependent under the age of 18.
• 27% indicated they do not have health insurance, and want it.

The Independent Drivers Guild has been leading a driver-led campaign to win pay regulations, a minimum pay scale and other wage protections for drivers like Cynthia since our inception. The Guild is a Machinists union affiliate that represents and advocates for more than 60,000 app-based drivers in New York City.

The Pay Organizing Committee is a group of drivers directing the Independent Drivers Guild’s efforts to win fair pay for New York City’s For-Hire Vehicle workers. IDG members who have contributed to pay organizing deliberations or participated in committee meetings are too numerous to mention. That said, there is a core group of committee members who stepped up to lead this effort and are deserving of the IDG’s acknowledgment. They are: Luiny Tavares, Sohail Rana, Blake Millwood, Muhammad Barlas, Baran Aykut, and Mark Dilcom. The Committee has analyzed past surveys and gathered input from hundreds of workers. With this data, the Committee has developed a proposal to lift drivers out of poverty. The proposal will drive the for-hire industry towards fair pay so that we can provide for our families within an eight hour work day—while providing safer, more accessible, more reliable, and more affordable service.

**The Plan for Progress in the For-Hire Vehicle Industry:**

Workers are struggling to survive and companies unilaterally slash driver pay to get them to work longer—more dangerous—shifts. We need to **protect workers with a minimum pay scale and a 37 percent raise** along with several vital other economic protections.

Workers aren’t the only ones these companies are taking advantage of. Because of the lack of regulations, customers are being gouged. We can end gouging and encourage workers **provide reliable, affordable, high-quality service** by tying driver pay to the passenger fare to discourage these companies from arbitrarily increasing the price and pocketing all the profit.

People with disabilities deserve an equal transportation system. We will achieve that if we **incentivize workers to progress toward universal design** by regulating pay, improving education, and assisting workers in paying for accessible vehicles.
Table of Contents

Executive Summary .......................................................... 1
Table of Contents .......................................................... 3
Definitions .................................................................. 4
Progress Toward Reliable, Affordable, Transparent, High-Quality Service To All Customers ........................................ 5
  Race to the Bottom Hurts New York Riders and Drivers ......................................................... 5
  Protect Passengers From Price Gouging By Tying Fare to Driver Pay ................................ 7
  Transparency Is A Necessity ........................................................................................................... 9
Progress Toward Financial Well Being For Workers .................................................................. 10
  37 Percent Raise To Minimum Driver Pay .................................................................................. 10
  Define The Classes Of The Industry .......................................................................................... 12
  Driver Pay Is Just That: Driver Pay ............................................................................................ 12
  Group Ride Rights ....................................................................................................................... 12
  Taxis Need A Raise Too .............................................................................................................. 13
  Out Of Town Pay ......................................................................................................................... 13
  Cost Of Living Increases ........................................................................................................... 14
  Pay To Work Schemes Must Be Banned ...................................................................................... 14
Progress Toward Universal Design By Incentivizing Workers .................................................. 15
  Regulate Pay For Workers Operating A Wheelchair Accessible Vehicle ................................ 15
  Enhanced WAV Classes .............................................................................................................. 15
  Implement A For-Hire Vehicle Improvement Fund .................................................................. 16
  Parity With Taxi Requirements On Accessible Dispatch Trips .................................................. 16
Report On The Rule’s Effectiveness Biennially ........................................................................ 17
Current And Future Pay Scale .................................................................................................... 18
Definitions

For-Hire Vehicle
From the TLC’s website: “For-Hire Vehicles (FHVs) provide prearranged service through TLC-licensed bases, allowing passengers to contact companies that have networks of licensed drivers and vehicles that can pick them up. There are three classes of FHV service in New York City: Community Cars (Liveries), Black Cars, and Luxury Limousines. All for-hire service must be arranged through a TLC-licensed base or a TLC-licensed Dispatch Service Provider (DSP) working with a licensed base, and performed by TLC-licensed drivers in TLC-licensed vehicles.”

Universal Design
Refers to broad-spectrum ideas meant to produce buildings, products and environments that are inherently accessible to older people, people without disabilities, and people with disabilities. In the For-Hire Vehicle industry, the term infers that the vehicle stock of the industry must be sufficient to provide equal service to people that use powered wheelchairs and people without disabilities alike. It is generally understood that the only way to accomplish this is to dramatically increase the number of Wheelchair Accessible Vehicles on the road, and ensure they are distributed throughout New York City.

For-Hire Vehicle Labor Platform
An online platform or “app” designed to dispatch trips to FHV workers for a base. Some examples include Uber, Lyft, Juno, Via, and Chariot. May also be referred to as “base,” “dispatch company,” “dispatch service provider,” or “company.”
Progress Toward Reliable, Affordable, Transparent, High-Quality Service To All Customers

Race to the Bottom Hurts New York Riders and Drivers

For-Hire Vehicle companies are in a race to the bottom. App-based FHV companies continue to increase their profits largely by lowering driver pay and increasing their cut of fares. As workers watch their income drop, they have to work longer hours to make the same amount of money and find themselves trapped in an industry with increasing expenses.

2013 Passenger Costs (source: [http://IDG.ms/2013archive](http://IDG.ms/2013archive))

- $6 per trip
- 75¢ per minute when traveling under 11 MPH
- $3 per mile over 11 MPH

Uber only took a 20 percent fee at that time, then Sales Tax and Black Car Fund was deducted from the remainder. That means a trip going five miles in thirty minutes would have paid the worker about $20.25, and would cost the passenger $28.50.

Today, that same trip pays the worker $14.68, but it would be difficult to predict what the passenger would be charged. It’s not just workers that the app-based FHV companies are exploiting: it’s passengers too.

Passenger fare is no longer bound to actual mileage or minutes traveled. Uber, Lyft and Juno all use upfront pricing and most recently, Uber launched discriminatory pricing. Under discriminatory pricing, the company will charge the passenger whatever it thinks that passenger is willing to pay, which can be based on any number of factors the app knows about its riders (from neighborhood to scarcity of vehicles to the type of phone they have or even the amount of remaining battery life on their phone). Gone are the days of a flat 20 percent Uber fee. Riders are being gouged with fees like 143 percent, as in this example:
Note that this is an UberPOOL ride with multiple passengers and dropoffs. The driver in this example has been working with Uber since before the summer of 2015, so he is grandfathered into slightly higher pay than most workers who are on the road today. A worker for Uber who started after the summer of 2015 would have been paid about $17.62 for this same trip. For specific differences in pay, see the chart on page 18.

There was a time not long ago where a trip from JFK Airport to Maryland meant after one trip a driver could take the next day off to spend time with his or her kids. Not anymore.
The receipt shows that the passenger was gouged with a 220% fee. On top of that, the driver had to return to New York City without a passenger. Using the IRS’s Standard Mileage Rate of 53.5¢ per mile (far, far lower than the actual costs for New York City For-Hire Vehicles) this trip cost him at least $227.74. Factor in return tolls and none of the additional costs and expenses of operating as a licensed and insured Taxi and Limousine Commission driver and the driver was left with about $76.37 for an eight hour forty-five minute round trip. That’s $8.73 per hour.

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<th>Driver Paid</th>
<th>Minus Outbound Toll</th>
<th>Minus IRS mileage costs</th>
<th>Minus Return Toll (fastest route)</th>
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Uber took $689.98 with no expenses.

**Protect Passengers From Price Gouging By Tying Fare to Driver Pay**

For-Hire Vehicle labor platforms still determine driver pay based on actual miles and time traveled per trip, but platforms charge riders arbitrarily, continually inventing new ways to skim more off the top. The platforms have shown time and again they have no regard for complying with
driver and rider agreements if they stand in the way of a new source of profits. To protect passengers from price gouging and discriminatory pricing, passenger fares (excluding surcharges) must not be permitted to exceed 25 percent above worker pay.

In the majority of cases, companies quote passengers an inflated upfront fare: the upfront price assumes the trip will have higher costs than the actual route suggests. While companies may claim that they “lose” on about 44 percent of trips (meaning they underestimated the costs)–they still make money on those trips–just less than they anticipated. Furthermore, analyses indicate that in such cases they “lose” pennies, but when they “win,” they win big. Alison Griswold at Quartz has covered the issue well:

1. On Uber’s “win/lose” ratio: [http://idg.ms/GriswoldRatio](http://idg.ms/GriswoldRatio)
2. She spoke with our members on how much their customers have been overcharged and posted examples here: [http://idg.ms/GriswoldOvercharging](http://idg.ms/GriswoldOvercharging)
3. And once explaining Uber’s practice of using upfront pricing and how they use it for price discrimination: [http://idg.ms/GriswoldPriceDiscrimination](http://idg.ms/GriswoldPriceDiscrimination)

Tying the passenger fare to driver pay will also stop companies from taking advantage of the lack of a sales tax on interstate rides by stealing an additional 8.875 percent.

Earlier this year we filed a complaint with the Attorney General’s office with proof that Lyft has been exploiting a nonexistent interstate tax for years. Since we sent our complaint, Lyft changed their structure while vigorously denying it was ever wrong for them charge the fee-disguised-as-tax in the first place ([http://idg.ms/WPLyftInterstate](http://idg.ms/WPLyftInterstate)). It’s great that Lyft has resolved this issue, but the damage has been done. Lyft owes drivers or passengers refunds for fake taxes on interstate trips over the past several years. Estimating that one out of ten of all trips are interstate, and $25 is the average trip cost, Lyft owes drivers approximately $6,482,568.

Around the same time we sent in our complaint to the AG, Uber changed their pay structure to pay workers based on actual mile and minute driven without deducting Sales Tax, Black Car Fund, or their commission from driver pay. Under Uber’s new pay structure, the passenger is charged and the driver is paid based on origin of pickup. That means New York’s 8.875 percent sales tax is included in the fare quoted to passengers for all trips originating in New York, even if the destination is out of state.

This padding of New York fares is not new, but what has changed is who benefits from these overcharges. Under Uber’s old user agreement, the app was only supposed to take their 25 percent fee out of the fare, so drivers got most of the extra 8.875 percent on untaxed trips. This practice incentivized workers to take interstate trips, even though interstate trips are risky for
drivers since they are unable to get a return fare back to the city because of rules prohibiting pick up, dispatch issues, low pay in other states, lack of Workers’ Compensation protections, and lack of demand.

Today, Uber is pocketing the extra 8.875 percent, effectively cutting driver pay by 6.656 percent on interstate trips. As part of the new pay structure, Uber voided the old commission agreement, giving itself a free pass to charge passengers as much as they want and take those extra funds for themselves. Since Uber made these changes, their fee has been higher than 25 percent on every single ride we’ve seen, furtively gouging both workers and riders alike.

They are able to get away with this because driver pay is unregulated. Companies unilaterally change their agreement with drivers and customers alike at a whim. The current system enables and incentivizes companies to gouge both drivers and riders as much as possible.

**Transparency Is A Necessity**

In order to have strong community oversight to ensure companies are not taking advantage of immigrant workers with limited English comprehension or passengers, it is essential that customers and workers alike are able to see what the passenger’s fare is in comparison to the worker’s pay.
Progress Toward Financial Well Being For Workers

37 Percent Raise To Minimum Driver Pay

While passengers are charged a fare that varies based on an algorithm of arbitrary data points, driver pay is based on a rate determined unilaterally by the company for actual mileage and time traveled per trip. Dispatch companies have repeatedly reduced these rates since 2011. Compared to the rates that existed when many workers entered and invested in the industry, workers are struggling to provide for their families under the current pay rates.

The Pay Organizing Committee proposes that the TLC establish a minimum pay scale that drivers must be paid per trip, per mile, and per minute. The minimum pay scale would be most effective with the additional protections as outlined in this document and if the passenger fare is bound to the driver’s pay.

Over the past year, with the participation of hundreds of workers, the IDG has conducted several surveys with several different approaches to gather information about pay, earnings, and income. After discussing many different potential approaches, we came to the 37 percent proposal based on workers’ answers to two questions:

1. What is the current daily income goal workers have to be able to pay their expenses and provide for their families?
   The most common response was $250-300, the second most common was $200-250. The overall average was about $230.

2. How many hours do they work to meet that goal?
   The mean workday was 11 hours, but their earnings still fall short of their goal.
This is the ad campaign that made Uber famous: $5,000 per month, $1,250 per week, $250 per day (if you’re working five days a week), guaranteed. What these ads didn’t mention is that drivers would have to work over 11 hours a day to achieve $250. The Federal Trade Commission eventually accused Uber of misleading workers to join their platform by exaggerating prospective earnings, resulting in Uber paying a $20,000,000 settlement.

But the damage on drivers’ budgets and psyches may have already been done. For the most part, piece workers like Taxi and For-Hire Vehicle workers do not set the boundaries of their workday based on a schedule, like working 9AM-5PM. Piece workers organize their days and their budgets based on a daily monetary goal, and work as long as needed to achieve that goal. Their daily goal includes both what the worker needs to provide for their families, and what they need to cover their operational expenses. As demonstrated in our surveys, the goal for most drivers has remained at $250 per day.

Drivers’ mean work day of 11 hours is 37 percent above 8 hours: the basic right of a maximum work day. A minimum pay scale based on a 37 percent increase over current rates would also put driver pay back to near what pay was before the last three to four years of pay cuts.

A 37 percent raise would also help workers cover expenses while working a reasonable shift. “Expenses” was up to the survey-taker to define, but it may include gas, traffic fines and summonses, cost of vehicle maintenance and upkeep, vehicle cleaning, TLC insurance for
the vehicle, and their loans or leases. Anecdotally, most drivers would tell you that about half of what they earn every trip is dedicated to expenses. In surveys, workers report their mean weekly expenses as $682 if they lease or rent their vehicle, or $578 if they own their vehicle or have a loan. Average annual expenses for drivers who own their vehicle are $30,056 with a median of $21,424. Expenses for those who lease or rent their vehicle average $35,464 per year with a median of $31,200, which is consistent with the data we have on lease costs. The vast majority of reports on driver earnings do not take expenses into effect, let alone the costs of paying self employment tax or paying the full cost of health insurance with no employer subsidy.

Define The Classes Of The Industry

The FHV industry is currently structured around different classes of vehicles and services that have different capital costs, operating costs, and fares. Despite the importance of these classifications, there is no clear standard to how they should be defined. We propose that the Taxi and Limousine Commission clearly outlines class designations with approval from industry stakeholders including workers. Each class of vehicle should have its own pay scale to reflect the increased costs and expectation of service for that dispatch. Each class should have Wheelchair Accessible options within that class as described under "INCENTIVIZE WORKERS TO PROGRESS TOWARD UNIVERSAL DESIGN." These would be the class types that we believe would need to be defined:

- Standard Class are vehicles that qualify for UberX, UberPOOL, Lyft, Lyft Line, Juno Bliss and other dispatches that require a vehicle that is more affordable in nature.
- VAN Class are vehicles that would qualify for UberXL, Lyft Plus, and other dispatches that require room for seating six or more people, but the vehicles would not qualify to be SUV Class.
- Luxury Class are vehicles that qualify for UberBLACK, Lyft Premium, Juno Lux and other dispatches that require a vehicle that seat five or less but are more luxurious in nature.
- SUV Class are vehicles that qualify for UberSUV, Lyft SUV, Juno SUV and other dispatches that require a vehicle both luxurious in nature and seating for six or more people.

Driver Pay Is Just That: Driver Pay

No commission, surcharge, or other type of deduction may be taken from driver pay. The comparison of the current pay for the three most popular companies our members work for (Uber, Lyft, and Juno) compared to the proposed minimum pay scale is on page 18.

Group Ride Rights

Most FHV drivers oppose being forced to receive group rides dispatches like Lyft Line and UberPOOL. Group rides are not only extra labor and damage to the vehicles for the same or similar pay as a standard dispatch, but group ride customers are often angry about having to share their rides and expect the worker to take a specific, inefficient route. The following rights
and protections will expand protections and stop companies from using group trips to skirt the law:

- Workers deserve the right to opt-out of group rides.
- The 25 percent cap should also apply to multiple customers on one trip as is the case on group rides.
- To enable transparency on group rides, passengers should be able to see what all passengers on that trip paid collectively in comparison to the worker’s pay.

**Taxis Need A Raise Too**

FHV workers do not see taxi drivers as competition, in fact input from taxi workers will help us to develop a proposal that boosts earnings for drivers in all segments of the industry leading to a safe, eight-hour day. We believe there should be a Taxi fare increase along with the For-Hire Vehicle raise to ensure all of New York City’s TLC drivers are paid a decent wage. Taxi drivers and app-based FHV drivers had their differences, but on one thing both sides agree: New York’s drivers are not able to make a living wage at current rates - no matter the color of their vehicle. In the TLC’s notice for an April 2017 hearing on industry economics, the Commission itself noted (here: [http://idg.ms/TLCTaxiRaise](http://idg.ms/TLCTaxiRaise)) that while the number of FHV and taxi trips has grown significantly in recent years (the Commission put the trip growth at 14 percent between 2015 and 2016), the number of drivers has grown at an even more dramatic rate. With the growth in workers outpacing the growth in demand, drivers of both taxis and black cars spoke of the economic harm and their desperation. Platforms refuse to limit the onboarding of new drivers to levels that existing taxi and FHV drivers can make a living wage. In this example of the platforms’ failure to protect worker pay, the city must act. In addition to addressing the concerns voiced by taxi workers and the TLC’s mandate to ensure economic stability in the industry, a raise for all would also prevent a massive market shift which would be especially detrimental to workers that own their vehicle or are in long-term leases.

**Out Of Town Pay**

Right now, For-Hire Vehicle workers are not allowed to accept any “point-to-point” dispatch outside of New York City. That means if a worker is dispatched a trip with an end point outside of New York City, and the company cannot find the worker a trip back, they must drive back into New York City without a passenger in the car and pay for the costs out of their own pocket. We are also concerned if they are not being paid for their trip back to New York City, they will not be covered by the Black Car Fund, their Workers’ Compensation. If a driver is injured or dies in a collision while en route back to the city without a passenger in the vehicle, the driver or his/her family may be held responsible for all of the costs leaving their family is unprotected.

We propose that for trips ending outside NYC, the company is given 15 minutes to get the worker a ride back to NYC, if it cannot find a ride within 15 minutes, the worker must be paid minimally based on the rates in this document for the route back to New York City. This arrangement won’t just make up for income lost by leaving the city; since drivers are still being
paid for being on the road, it would allow them to qualify for BCF benefits in the event of injury or death.

**Cost Of Living Increases**
Driver pay should change annually with the Consumer Price Index and increases in gas and other vehicle costs. This is standard in most industries, and should be universal. If a worker’s pay is not increasing with the cost of living, their pay has effectively been cut.

**Pay To Work Schemes Must Be Banned**
In the 1980’s, Medallion Owners switched from “splitting the fare,” which is the same as the For-Hire Vehicle industry’s commission system, to the leasing system where workers oftentimes start their week owing over $700 to the owner just for the right to do their job. This is a massive financial pressure to workers and creates a dynamic that encourages workers to drive for dangerously long periods of time. For-Hire Vehicle labor platforms are beginning to test if workers will tolerate having to pay to access the app, or to get closer to a livable wage. This must be stopped before it ever comes to fruition.
Progress Toward Universal Design By Incentivizing Workers

As described in our public comment to the TLC (which you may find here: http://IDG.ms/WAVcomment), our members opposed the TLC’s proposed dispatch requirement for WAVs on its own for multiple reasons. It is essential that the transition to a more accessible industry doesn’t just discourage undesirable behavior, but incentivizes preferred behavior, in this case purchasing and operating a Wheelchair Accessible Vehicle. We propose a three-part plan for a more equitable and comprehensive transition to an accessible industry.

Regulate Pay For Workers Operating A Wheelchair Accessible Vehicle

Along with regulating driver pay and passenger fares as highlighted above and further detailed on page 18, workers operating a Wheelchair Accessible Vehicle should be given a higher raise; we propose an additional 10 percent, for all trips. That raise must include trips transporting able-bodied people to distribute the vehicles throughout the city to be available for dispatch for people with ambulatory disabilities. In compliance with the Americans with Disabilities Act, the passenger fares must be the same as passenger fares for vehicles built to transport able-bodied people of the same class of vehicle and dispatch. Furthermore, companies must be barred from discriminating which vehicles and workers get specific rides when the vehicles are within the same class and meet the required physical conditions (e.g. if they have a bike rack, a car seat, or are Wheelchair Accessible) of the trip.

As demonstrated in the Taxi industry, the 50¢ compensation per trip, and the additional compensation for accessible dispatches including pay for returning for accessible trips without a customer and pay for a minimum 10 minute wait funded by the Taxi Improvement Fund is insufficient to motivate workers or vehicle owners to operate Wheelchair Accessible Vehicles as there are 800 accessible taxis that go unused.

Enhanced WAV Classes

Feedback from people in wheelchairs, advocates, and our members highlight a significant shortfall in the current Wheelchair Accessible Vehicle requirements. Despite all TLC-licensed drivers being required to undergo a three hour training on Wheelchair Accessible Vehicles, most drivers do not understand the importance of their role in making New York City accessible to all, many do not grasp the law because of language barriers, and at times the workers do not provide the service that people in wheelchairs deserve. The Independent Drivers Guild plans to offer an Enhanced Wheelchair Accessible Vehicle course for TLC drivers to teach TLC drivers what the WAV policies are and how to safely transport a person with ambulatory disabilities in language that’s accessible to English Language Learners. The class will also explain why
treat all passengers including passengers with disabilities with dignity and professionalism is vital for their sustainability in this industry, how disability rights advocates have struggled for equal rights, and how drivers can stand in solidarity with people with disabilities. We are interested in partnering with disability rights organizations to offer this course, with the goal of hiring people in wheelchairs as instructors.

Implement A For-Hire Vehicle Improvement Fund

We propose an Improvement Fund that’s similar to the Taxi Improvement Fund, but tailored specifically to the needs of the For-Hire Vehicle industry.

1. A 30¢ surcharge on all For-Hire Vehicle trips.
2. The fund should focus on expanding owner-operators. Applicant owner-operators must meet the following requirements:
   a. They must have taken at least 5,000 trips in the past three years to be eligible for $30,000 rebates for purchasing a wheelchair accessible vehicle over a five year period. $10,000 year one, and $5,000 each consecutive year if they maintain at least 3,000 trips that year. The vehicle they purchase must be the only vehicle they are affiliated with.
   b. They must take a course approved by the Taxi and Limousine Commission annually where they are paid $300 from the Improvement Fund to better improve their customer service to people with ambulatory disabilities.
3. The fund should explicitly ban leasing companies and bases from accessing the fund. Nonprofit leasing cooperatives may receive a one time grant of $20,000 per vehicle from the For-Hire Vehicle Improvement fund if:
   a. At least half of the board of directors of the cooperative is a For-Hire Vehicle worker that maintains a minimum of 1,000 trips a year.
   b. The operators of the vehicles being leased by the cooperative must be given the right to vote on at least a third of the annual net profits of the cooperative.
   c. All of the cooperative’s lessees must take a course approved by the Taxi and Limousine Commission annually where they are paid $300 from the Improvement Fund to better improve their customer service to people with ambulatory disabilities.
   d. A minimum two-thirds of the cooperative’s vehicles must be wheelchair accessible.
   e. The lease costs must remain in the lower fifteenth percentile of the market rate for vehicles within the same class.
4. The fund should also be levied with an industry-wide health care fund to bridge the gap for the near one-third of workers that do not have health care insurance.

Parity With Taxi Requirements On Accessible Dispatch Trips

As mentioned above, accessible Taxis are paid “deadhead pay” for trips back from transporting a person in a wheelchair, and are paid to wait 10 minutes when picking up a person with a
disability (the additional pay is available here: http://accessibledispatch.org/driver-faq/). For-Hire Vehicle workers on trips picking up people with disabilities should have the right to the same compensation, but rather than being paid by the For-Hire Vehicle Improvement Fund, the worker should be paid by the company.

**Report On The Rule’s Effectiveness Biennially**

The TLC should study and issue a biennial report commenting if these rules are effective at:

1. Lowering the average working day for For-Hire Vehicle workers.
2. Bringing drivers and their families out of poverty and meeting the TLC’s legal mandate of “ensuring the financial stability” of TLC-licensed drivers.
3. Increasing the number of Wheelchair Accessible Vehicles.
4. Current And Future Pay Scale
5. A chart of the current pay and fare rates compared to our proposed rates is on the next page.

**Current And Future Pay Scale**

A chart of the current pay and fare rates compared to our proposed rates is on the next page.
### CURRENT PAY RATES

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<th>Driver Pay</th>
<th>Type</th>
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### PROPOSED MINIMUM PAY RATES WITH A 37 PERCENT RAISE

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<th>Driver Pay</th>
<th>Type</th>
<th>Pax Fare</th>
<th>Driver Pay</th>
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<td>Standard WAV</td>
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</table>
• “Pax fare,” short for passenger fare, reflected above is the amount that a customer would pay inclusive of Sales Tax, Black Car Fund, and the Company’s Commission.
• Pax Fare under “PROPOSED MINIMUM PAY RATES WITH A 37 PERCENT RAISE” does not include proposed Health care or FHV Improvement Fund surcharges.
• “Driver Pay” is what a driver is paid per trip, per minute, and per mile independent from commission, taxes and surcharges—only what the worker is paid.
• Both Uber and Juno post Pax Fare on their websites, Lyft posts a fare rate that is not inclusive of taxes and surcharges. Uber posts pay rates on receipts and behind worker’s login wall on Uber’s website, the Driver Pay for both Juno and Lyft is a calculation of what the driver is paid after deductions.
• For Taxis, pay example does not include minute charge because minute rates are only charged when travelling under 14 MPH, also does not include other pay rates. Example also includes a 30¢ Taxi Improvement Fund Tax and a 50¢ MTA Surcharge which is not remitted to drivers. Taxi’s are also tipped 20 percent on average which is not included here.
• It should be noted that some companies like Via pay workers hourly for their group ride service. This practice could continue, but they would be required to prove that they are compensating their workers sufficiently within the guidelines of this document.

For more information please contact:
Ryan Price, Independent Drivers Guild
ryan@drivingguild.org