

Section 1. Chapter 10.5 (commencing with Section 7448) is added to Division 3 of the Business and Professions Code, to read:

CHAPTER 10.5. APP-BASED DRIVERS AND SERVICES.

ARTICLE 1. Title, Findings and Declarations, and Statement of Purpose.

7448. Title. This chapter shall be known, and may be cited as, the Protect App-Based Drivers and Services Act.

7449. Findings and Declarations. The People of the State of California find and declare as follows:

(a) Hundreds of thousands of Californians are choosing to work as independent contractors in the modern economy using app-based rideshare and delivery platforms to transport passengers and deliver food, groceries, and other goods as a means of earning income while maintaining the flexibility to decide when, where, and how they work.

(b) These app-based rideshare and delivery drivers include parents who want to work flexible schedules while children are in school; students who want to earn money in between classes; retirees who rideshare or deliver a few hours a week to supplement fixed incomes and for social interaction; military spouses and partners who frequently relocate; and families struggling with California's high cost of living that need to earn extra income.

(c) Millions of California consumers and businesses, and our state's economy as a whole, also benefit from the services of people who work as independent contractors using app-based rideshare and delivery platforms. App-based rideshare and delivery drivers are providing convenient and affordable transportation for the public, reducing impaired and drunk driving, improving mobility for seniors and individuals with disabilities, providing new transportation options for families who cannot afford a vehicle, and providing new affordable and convenient delivery options for grocery stores, restaurants, retailers and other local businesses and their patrons.

(d) However, recent legislation has threatened to take away the flexible work opportunities of hundreds of thousands of Californians, potentially forcing them into set shifts

and mandatory hours, taking away their ability to make their own decisions about the jobs they take and the hours they work.

(e) Protecting the ability of Californians to work as independent contractors throughout the state using app-based rideshare and delivery platforms is necessary so people can continue to choose which jobs they take, to work as often or as little as they like, and to work with multiple platforms or companies—all the while preserving access to app-based rideshare and delivery services that are beneficial to consumers, small businesses, and the California economy.

(f) App-based rideshare and delivery drivers deserve economic security. This chapter is necessary to protect their freedom to work independently, while also providing these workers new benefits and protections not available under current law. These benefits and protections include a healthcare subsidy consistent with the average contributions required under the Affordable Care Act (ACA); a new minimum earnings guarantee tied to one hundred twenty percent (120%) of minimum wage with no maximum; compensation for vehicle expenses; occupational accident insurance to cover on-the-job injuries; and protection against discrimination and sexual harassment.

(g) California law and rideshare and delivery network companies should protect the safety of both drivers and consumers without affecting the right of app-based rideshare and delivery drivers to work as independent contractors. Such protections should, at a minimum, include criminal background checks of drivers; zero tolerance policies for drug- and alcohol-related offenses; and driver safety training.

7450. Statement of Purpose. The purposes of this chapter are as follows:

(a) To protect the basic legal right of Californians to choose to work as independent contractors with rideshare and delivery network companies throughout the state.

(b) To protect the individual right of every app-based rideshare and delivery driver to have the flexibility to set their own hours for when, where, and how they work.

(c) To require rideshare and delivery network companies to offer new protections and benefits for app-based rideshare and delivery drivers, including minimum compensation levels, insurance to cover on-the-job injuries, automobile accident insurance, healthcare subsidies for qualifying drivers, protection against harassment and discrimination, and mandatory contractual rights and appeal processes.

Commented [1]: Purpose of the Initiative:

Protect the basic legal right of Californians to work as independent contractors with app-based rideshare (Transportation Network Companies, or TNCs) and delivery platforms (Delivery Network Companies, or DNCs)
Protect the ability of these app-based rideshare and delivery drivers to have flexible schedules with complete control over when, where, how long and how they work;
Require network companies to offer new economic benefits and protections;
- Protect customer and public safety by imposing new safety requirements on TNCs, DNCs and drivers.

(d) To improve public safety by requiring criminal background checks, driver safety training, and other safety provisions to help ensure app-based rideshare and delivery drivers do not pose a threat to customers or the public.

ARTICLE 2. App-Based Driver Independence.

7451. Protecting Independence. Notwithstanding any other provision of law, including but not limited to the Labor Code, the Unemployment Insurance Code, and any orders, regulations, or opinions of the Department of Industrial Relations or any board, division, or commission within the Department of Industrial Relations, an app-based driver is an independent contractor and not an employee or agent with respect to his or her relationship with a network company if the following conditions are met:

Commented [2]: Protects the legal right of app-based rideshare and delivery drivers to work as independent contractors if certain conditions are met.

(a) The network company does not unilaterally prescribe specific dates, times of day, or a minimum number of hours during which the app-based driver must be logged into the network company's online-enabled application or platform.

Commented [3]: Flexibility – drivers have complete flexibility and control over their own hours including when, where, and how long they work.

(b) The network company does not require the app-based driver to accept any specific rideshare service or delivery service request as a condition of maintaining access to the network company's online-enabled application or platform.

Commented [4]: Flexibility – app-based drivers retain the right to decline any offered job without penalty.

(c) The network company does not restrict the app-based driver from performing rideshare services or delivery services through other network companies except during engaged time.

Commented [5]: Flexibility – app-based drivers can work performing rideshare or delivery services through other network TNCs and DNCs except during engaged time.

(d) The network company does not restrict the app-based driver from working in any other lawful occupation or business.

Commented [6]: Flexibility – app-based drivers can work in other industries or other occupations.

7452. Contract and Termination Provisions. (a) A network company and an app-based driver shall enter into a written agreement prior to the driver receiving access to the network company's online-enabled application or platform.

Commented [7]: App-based drivers shall enter into a contract choosing to work as independent contractors with TNCs and DNCs.

(b) A network company shall not terminate a contract with an app-based driver unless based upon a ground specified in the contract.

Commented [8]: App-based drivers can only be deactivated from TNC and DNC platforms for reasons specified in their contracts, and cannot be terminated at will.

(c) Network companies shall provide an appeals process for app-based drivers whose contracts are terminated by the network company.

Commented [9]: TNCs and DNCs are required to have an appeal process for drivers whose contracts are terminated.

7452.5. Independence Unaffected. Nothing in Article 3 through Article 11 of this chapter shall be interpreted to in any way alter the relationship between a network company and an app-based driver for whom the conditions set forth in Section 7451 are satisfied.

ARTICLE 3. Compensation.

7453. Earnings Guarantee. (a) A network company shall ensure that for each earnings period, an app-based driver is compensated at not less than the net earnings floor as set forth in this section. The net earnings floor establishes a guaranteed minimum level of compensation for app-based drivers that cannot be reduced. In no way does the net earnings floor prohibit app-based drivers from earning a higher level of compensation.

Commented [10]: Earnings Guarantee – App-based drivers are always guaranteed at least 120% of the state or local minimum wage (whichever is higher), with the ability for drivers to earn more with no caps on how much drivers can earn. This is a minimum hourly earnings guarantee, and most drivers will regularly earn more and have the confidence of knowing they can do no worse than this standard while engaged in this work.

(b) For each earnings period, a network company shall compare an app-based driver’s net earnings against the net earnings floor for that app-based driver during the earnings period. In the event that the app-based driver’s net earnings in the earnings period are less than the net earnings floor for that earnings period, the network company shall include an additional sum accounting for the difference in the app-based driver’s earnings no later than during the next earnings period.

Commented [11]: Earnings Guarantee -- TNCs and DNCs must calculate app-based drivers’ earnings on at least a bi-weekly (every other week) basis and pay additional amount for any driver that earned less than the 120% of the state or local minimum wage.

(c) No network company or agent shall take, receive, or retain any gratuity or a part thereof that is paid, given to, or left for an app-based driver by a customer, or deduct any amount from the earnings due to an app-based driver for a ride or delivery on account of a gratuity paid in connection with the ride or delivery. A network company that permits customers to pay gratuities by credit card shall pay the app-based driver the full amount of the gratuity that the customer indicated on the credit card receipt, without any deductions for any credit card payment processing fees or costs that may be charged to the network company by the credit card company.

Commented [12]: Earnings Guarantee -- One hundred percent of customer tips will go to the driver, and network companies cannot reduce the amount they pay drivers on account of tips. Tips will be on top of all earnings, expense compensation and any network company-specific inducements.

(d) For purposes of this chapter, the following definitions apply:

(1) “Applicable minimum wage” means the state mandated minimum wage for all industries or, if a passenger or item is picked up within the boundaries of a local government that has a higher minimum wage that is generally applicable to all industries, the local minimum wage of that local government. The applicable minimum wage shall be determined at the

Commented [13]: Earnings Guarantee – 120% of minimum wage based on state minimum wage, or a local minimum wage if a locality has implemented a higher minimum wage than the state. Local minimum wage based on where driver picks up the passenger or delivery item.

location where a passenger or item is picked up and shall apply for all engaged time spent completing that rideshare request or delivery request.

(2) “Earnings period” means a pay period, set by the network company, not to exceed 14 consecutive calendar days.

(3) “Net earnings” means all earnings received by an app-based driver in an earnings period, provided that the amount conforms to both of the following standards:

(A) The amount does not include gratuities, tolls, cleaning fees, airport fees, or other customer pass-throughs.

(B) The amount may include incentives or other bonuses.

(4) “Net earnings floor” means, for any earnings period, a total amount that is comprised of:

(A) For all engaged time, the sum of one hundred twenty percent (120%) of the applicable minimum wage for that engaged time.

(B)(i) The per-mile compensation for vehicle expenses set forth in this subparagraph multiplied by the total number of engaged miles.

(ii) After the effective date of this chapter and for the 2021 calendar year, the per-mile compensation for vehicle expenses shall be thirty cents (\$0.30) per engaged mile. For calendar years after 2021, the amount per engaged mile shall be adjusted pursuant to clause (iii).

(iii) For calendar years following 2021, the per-mile compensation for vehicle expenses described in clause (ii) shall be adjusted annually to reflect any increase in inflation as measured by the Consumer Price Index for All Urban Consumers (CPI-U) published by the United States Bureau of Labor Statistics. The Treasurer’s Office shall calculate and publish the adjustments required by this subparagraph.

(e) Nothing in this section shall be interpreted to require a network company to provide a particular amount of compensation to an app-based driver for any given rideshare or delivery request, as long as the app-based driver’s net earnings for each earnings period equals or exceeds that app-based driver’s net earnings floor for that earnings period as set forth in subdivision (b). For clarity, the net earnings floor in this section may be calculated on an average basis over the course of each earnings period.

Commented [14]: Compensation per mile – As part of the minimum earnings guarantee, app-based drivers shall be compensated 30 cents per mile for expenses such as gas and vehicle wear and tear.
Per-mile compensation shall be adjusted annually for inflation based on CPI.

ARTICLE 4. Benefits.

7454. Healthcare Subsidy. (a) Consistent with the average contributions required under the Affordable Care Act (ACA), a network company shall provide a quarterly healthcare subsidy to qualifying app-based drivers as set forth in this section. An app-based driver that averages the following amounts of engaged time per week on a network company's platform during a calendar quarter shall receive the following subsidies from that network company:

(1) For an average of 25 hours or more per week of engaged time in the calendar quarter, a payment greater than or equal to one hundred percent (100%) of the average ACA contribution for the applicable average monthly Covered California premium for each month in the quarter.

(2) For an average of at least 15 but less than 25 hours per week of engaged time in the calendar quarter, a payment greater than or equal to fifty percent (50%) of the average ACA contribution for the applicable average monthly Covered California premium for each month in the quarter.

(b) At the end of each earnings period, a network company shall provide to each app-based driver the following information:

(1) The number of hours of engaged time the app-based driver accrued on the network company's online-enabled application or platform during that earnings period.

(2) The number of hours of engaged time the app-based driver has accrued on the network company's online-enabled application or platform during the current calendar quarter up to that point.

(c) Covered California may adopt or amend regulations as it deems appropriate to permit app-based drivers receiving subsidies pursuant to this section to enroll in health plans through Covered California.

(d)(1) As a condition of providing the healthcare subsidy set forth in subdivision (a), a network company may require an app-based driver to submit proof of current enrollment in a qualifying health plan. Proof of current enrollment may include, but is not limited to, health insurance membership or identification cards, evidence of coverage and disclosure forms from the health plan, or claim forms and other documents necessary to submit claims.

(2) An app-based driver shall have not less than 15 calendar days from the end of the calendar quarter to provide proof of enrollment as set forth in paragraph (1).

Commented [15]: Health Care Contribution -- The health care benefits are consistent with employer contributions under the Affordable Care Act (ACA). Drivers will receive a health care contribution after working 15 hours per week or more. Drivers can earn multiple contributions if they work for multiple TNCs or DNCs. Drivers who work 25 hours per week or more earn 100% of the average employer payment toward a Covered California Plan, or \$367 per month to a driver on average.

Commented [16]: Health Care Contribution -- As a condition of receiving the health care contribution, network companies may require drivers to show proof of enrollment.

(3) A network company shall provide a healthcare subsidy due for a calendar quarter under subdivision (a) within 15 days of the end of the calendar quarter or within 15 days of the app-based driver's submission of proof of enrollment as set forth in paragraph (1), whichever is later.

(e) For purposes of this section, a calendar quarter refers to the following four periods of time:

- (1) January 1 through March 31.
- (2) April 1 through June 30.
- (3) July 1 through September 30.
- (4) October 1 through December 31.

(f) Nothing in this section shall be interpreted to prevent an app-based driver from receiving a healthcare subsidy from more than one network company for the same calendar quarter.

Commented [17]: Health Care Contribution – drivers may receive a health care contribution from more than one company.

(g) On or before December 31, 2020, and on or before each September 1 thereafter, Covered California shall publish the average statewide monthly premium for an individual for the following calendar year for a Covered California bronze health insurance plan.

(h) This section shall become inoperative in the event the United States or the State of California implements a universal healthcare system or substantially similar system that expands coverage to the recipients of subsidies under this section.

7455. Loss and Liability Protection. No network company shall operate in California for more than ninety (90) days unless the network company carries, provides, or otherwise makes available the following insurance coverage:

Commented [18]: Occupational Accident Insurance -- The measure requires TNCs and DNCs to provide drivers occupational accident insurance to cover medical expenses and lost income resulting from on-the-job injuries suffered while logged into the app. The coverage must include at least:
Coverage for medical expenses incurred, up to at least \$1 million
Disability payments and death benefits equal to 66% of the on-demand driver's average weekly earnings from all network companies as of the date of injury
For the benefit of spouses, children or other dependents of on-demand drivers, accidental death insurance with burial expenses and death benefits.

These benefits are consistent with those provided by workers' compensation benefits.

(a) For the benefit of app-based drivers, occupational accident insurance to cover medical expenses and lost income resulting from injuries suffered while the app-based driver is online with a network company's online-enabled application or platform. Policies shall at a minimum provide the following:

- (1) Coverage for medical expenses incurred, up to at least one million dollars (\$1,000,000).
- (2)(A) Disability payments equal to sixty-six percent (66%) of the app-based driver's average weekly earnings from all network companies as of the date of injury, with minimum and

maximum weekly payment rates to be determined in accordance with subdivision (a) of Section 4453 of the Labor Code for up to the first 104 weeks following the injury.

(B) “Average weekly earnings” means the app-based driver’s total earnings from all network companies during the twenty-eight (28) days prior to the covered accident divided by four.

(b) For the benefit of spouses, children, or other dependents of app-based drivers, accidental death insurance for injuries suffered by an app-based driver while the app-based driver is online with the network company’s online-enabled application or platform that result in death. For purposes of this subdivision, burial expenses and death benefits shall be determined in accordance with Section 4701 and Section 4702 of the Labor Code.

(c) For the purposes of this section, “online” means the time when an app-based driver is utilizing a network company’s online-enabled application or platform and can receive requests for rideshare services or delivery services from the network company, or during engaged time.

(d) Occupational accident insurance or accidental death insurance under subdivisions (a) and (b) shall not be required to cover an accident that occurs while online but outside of engaged time where the injured app-based driver is in engaged time on one or more other network company platforms or where the app-based driver is engaged in personal activities. If an accident is covered by occupational accident insurance or accidental death insurance maintained by more than one network company, the insurer of the network company against whom a claim is filed is entitled to contribution for the pro-rata share of coverage attributable to one or more other network companies up to the coverages and limits in subdivisions (a) and (b).

(e) Any benefits provided to an app-based driver under subdivision (a) or subdivision (b) of this section shall be considered amounts payable under a worker’s compensation law or disability benefit for the purpose of determining amounts payable under any insurance provided under California’s Uninsured Motorist Act (commencing with Section 11580 of the Insurance Code.).

(f)(1) For the benefit of the public, a DNC shall maintain automobile liability insurance of at least one million dollars per occurrence to compensate third parties for injuries or losses proximately caused by the operation of an automobile by an app-based driver during engaged time in instances where the automobile is not otherwise covered by a policy that complies with Section 11580.1(b) of the Insurance Code.

(2) For the benefit of the public, a TNC shall maintain liability insurance policies as required by Article 7 (commencing with Section 5430) of Division 2 of the Public Utilities Code.

(3) For the benefit of the public, a TCP shall maintain liability insurance policies as required by Article 4 (commencing with Section 5391) of Division 2 of the Public Utilities Code.

ARTICLE 5. Anti-Discrimination and Public Safety.

7456. Anti-Discrimination. (a) It is an unlawful practice, unless based upon a bona fide occupational qualification or public or app-based driver safety need, for a network company to refuse to contract with, terminate the contract of, or deactivate from the network company's online-enabled application or platform, any app-based driver or prospective app-based driver based upon race, color, ancestry, national origin, religion, creed, age, physical or mental disability, sex, gender, sexual orientation, gender identity or expression, medical condition, genetic information, marital status, or military or veteran status.

(b) Claims brought pursuant to this section shall be brought solely under the procedures established by the Unruh Civil Rights Act (Section 51 of the Civil Code) and will be governed by its requirements and remedies.

7457. Sexual Harassment Prevention. (a) A network company shall develop a sexual harassment policy intended to protect app-based drivers and members of the public using rideshare services or delivery services. The policy shall be available on the network company's website. The policy shall, at a minimum, do all of the following:

(1) Identify behaviors that may constitute sexual harassment, including the following: unwanted sexual advances; leering, gestures, or displaying sexually suggestive objects, pictures, cartoons, or posters; derogatory comments, epithets, slurs, or jokes; graphic comments, sexually degrading words, or suggestive or obscene messages or invitations; and physical touching or assault, as well as impeding or blocking movements.

(2) Indicate that the network company, and in many instances the law, prohibits app-based drivers and customers utilizing rideshare services or delivery services from committing prohibited harassment.

(3) Establish a process for app-based drivers, customers, and rideshare passengers to submit complaints that ensures confidentiality to the extent possible; an impartial and timely

Commented [19]: Anti-Discrimination Policy – App-based drivers cannot be denied work or terminated based upon race, color, ancestry, national origin, religion, creed, age, physical or mental disability, sex, gender, sexual orientation, gender identity or expression, medical condition, genetic information, marital status, or military or veteran status.

Commented [20]: Sexual Harassment Prevention – TNCs and DNCs must develop a sexual harassment policy intended to protect app-based drivers and members of the public using delivery services or transportation services. Drivers must review and affirm they will comply with the policy.

Commented [21]: Sexual Harassment Prevention – The measure requires TNCs and DNCs to establish a process for app-based drivers, customers, and rideshare passengers to submit complaints that ensures confidentiality to the extent possible; an impartial and timely investigation; and remedial actions and resolutions based on the information collected during the investigation process.

investigation; and remedial actions and resolutions based on the information collected during the investigation process.

(4) Provide an opportunity for app-based drivers and customers utilizing rideshare services or delivery services to submit complaints electronically so complaints can be resolved quickly.

(5) Indicate that when the network company receives allegations of misconduct, it will conduct a fair, timely, and thorough investigation to reach reasonable conclusions based on the information collected.

(6) Make clear that neither app-based drivers nor customers utilizing rideshare services or delivery services shall be retaliated against as a result of making a good faith complaint or participating in an investigation against another app-based driver, customer, or rideshare passenger.

(b) Prior to providing rideshare services or delivery services through a network company's online-enabled application or platform, an app-based driver shall do both of the following:

(1) Review the network company's sexual harassment policy.

(2) Confirm to the network company, for which electronic confirmation shall suffice, that he or she has reviewed the network company's sexual harassment policy.

(c) Claims brought pursuant to this section shall be brought solely under the procedures established by the Unruh Civil Rights Act (Section 51 of the Civil Code) and will be governed by its requirements and remedies.

7458. Criminal Background Checks. (a) A network company shall conduct, or have a third party conduct, an initial local and national criminal background check for each app-based driver who uses the network company's online-enabled application or platform to provide rideshare services or delivery services. The background check shall be consistent with the standards contained in subdivision (a) of Section 5445.2 of the Public Utilities Code.

Notwithstanding any other provision of law to the contrary, after an app-based driver's consent is obtained by a network company for an initial background check, no additional consent shall be required for the continual monitoring of that app-based driver's criminal history if the network company elects to undertake such continual monitoring.

Commented [22]: Sexual Harassment Prevention – The measure requires TNCs and DNCs to conduct a timely and thorough investigation when it receives an allegation of misconduct.

Commented [23]: Sexual Harassment Prevention – Prohibits TNCs or DNCs from retaliating against those who make a good-faith complaint or participate in a sexual harassment investigation.

Commented [24]: Sexual Harassment Prevention – Requires TNC and DNC drivers required to review and confirm the network company's sexual harassment policy as a condition of being enabled to work on that platform.

Commented [25]: Criminal Background Checks – TNCs and DNCs are required to conduct an initial local and national criminal background check on each driver prior to allowing them to engage on the platform.

(b) A network company shall complete the initial criminal background check as required by subdivision (a) prior to permitting an app-based driver to utilize the network company's online-enabled application or platform. The network company shall provide physical or electronic copies or summaries of the initial criminal background check to the app-based driver.

(c) An app-based driver shall not be permitted to utilize a network company's online-enabled application or platform if: (1) the driver has ever been convicted of any crime listed in subparagraph (B) of paragraph (2) of subdivision (a) of Section 5445.2 of the Public Utilities Code, any serious felony as defined by subdivision (c) of Section 1192.7 of the Penal Code, or any hate crime as defined by Section 422.55 of the Penal Code; or (2) the driver has been convicted within the last seven years of any crime listed in paragraph (3) of subdivision (a) of Section 5445.2 of the Public Utilities Code.

(d)(1) The ability of an app-based driver to utilize a network company's online-enabled application or platform may be suspended if the network company learns the driver has been arrested for any crime listed in: (A) subparagraph (B) of paragraph (2), or paragraph (3), of subdivision (a) of Section 5445.2 of the Public Utilities Code; or (B) subdivision (c) of this section.

(2) The suspension described in paragraph (1) may be lifted upon the disposition of an arrest for any crime listed in subparagraph (B) of paragraph (2), or paragraph (3), of subdivision (a) of Section 5445.2 of the Public Utilities Code that does not result in a conviction. Such disposition includes a finding of factual innocence from any relevant charge, an acquittal at trial, an affidavit indicating the prosecuting attorney with jurisdiction over the alleged offense has declined to file a criminal complaint, or an affidavit indicating all relevant time periods described in Chapter 2 (commencing with Section 799) of Title 3 of Part 2 of the Penal Code have expired.

(e) Nothing in this section shall be interpreted to prevent a network company from imposing additional standards relating to criminal history.

(f) Notwithstanding Section 1786.12 of the Civil Code, an investigative consumer reporting agency may furnish an investigative consumer report to a network company about a person seeking to become an app-based driver, regardless of whether the app-based driver is to be an employee or an independent contractor of the network company.

Commented [26]: Criminal Background Checks – Prohibits app-based drivers from utilizing a rideshare service if they've been convicted of any violent felony, serious felony or any hate crime.

Prohibits app-based drivers from utilizing a rideshare service if they've been convicted within the last seven years of misdemeanor assault or battery; domestic violence offense; driving under the influence of alcohol or drugs.

Commented [27]: Provides for immediate suspension of an app-based driver if arrested for any violent felony, serious felony or any hate crime, as well as for certain lesser offenses. The suspension shall only be lifted upon disposition that does not result in conviction.

Commented [28]: Measure authorizes app-based platforms to impose additional standards relating to criminal history and to protect public safety.

7459. Safety Training. (a) A network company shall require an app-based driver to complete the training described in this section prior to allowing the app-based driver to utilize the network company’s online-enabled application or platform.

(b) A network company shall provide each app-based driver safety training. The safety training required by this section shall include the following subjects:

- (1) Collision avoidance and defensive driving techniques.
- (2) Identification of collision-causing elements such as excessive speed, DUI, and distracted driving.
- (3) Recognition and reporting of sexual assault and misconduct.

(4) For app-based drivers delivering prepared food or groceries, food safety information relevant to the delivery of food, including temperature control.

(c) The training may, at the discretion of the network company, be provided via online, video, or in-person training.

(d) Notwithstanding subdivision (a), any app-based driver that has entered into a contract with a network company prior to January 1, 2021 to provide rideshare services or delivery services shall have until July 1, 2021 to complete the safety training required by this section, and may continue to provide rideshare services or delivery services through the network company’s online-enabled application or platform until that date. On and after July 1, 2021, app-based drivers described in this subdivision must complete the training required by this section in order to continue providing rideshare services and delivery services.

(e) Any safety product, feature, process, policy, standard, or other effort undertaken by a network company, or the provision of equipment by a network company, to further public safety is not an indicia of an employment or agency relationship with an app-based driver.

7460. Zero Tolerance Policies. (a) A network company shall institute a “zero tolerance policy” that mandates prompt suspension of an app-based driver’s access to the network company’s online-enabled application or platform in any instance in which the network company receives a report through its online-enabled application or platform, or by any other company-approved method, from any person who reasonably suspects the app-based driver is under the influence of drugs or alcohol while providing rideshare services or delivery services.

Commented [29]: Safety Training – DNCs and TNCs shall provide each on-demand driver safety training. The safety training required by this section shall include the following subjects:
Collision avoidance and defensive driving techniques
Identification of collision causing elements such as excessive speed, DUI, and distracted driving
Recognition and reporting of sexual assault and misconduct
For app-based drivers delivering prepared food or groceries, food safety information relevant to the delivery of food, including temperature control.

The training may be provided online, video, or in-person.

Commented [30]: Customer and Public Safety – TNCs and DNCs shall institute a “zero tolerance” policy that mandates prompt suspension of drivers – until further investigated -- reasonably suspected to be under the influence of drugs or alcohol.

(b) Upon receiving a report described in subdivision (a), a network company shall promptly suspend the app-based driver from the company's online-enabled application or platform for further investigation.

(c) A network company may suspend access to the network company's online-enabled application or platform for any app-based driver or customer found to be reporting an alleged violation of a zero tolerance policy as described in subdivision (a) where that driver or customer knows the report to be unfounded or based the report on an intent to inappropriately deny a driver access to the online-enabled application or platform.

Commented [31]: Customer and Public Safety – Authorizes network companies to suspend driver or customer access to the platform if they are found to be falsely reporting an alleged violation of a zero tolerance policy.

7460.5. A network company shall make continuously and exclusively available to law enforcement a mechanism to submit requests for information to aide in investigations related to emergency situations, exigent circumstances, and critical incidents.

Commented [32]: Requires network companies to establish a 24/7 method for law enforcement to submit requests for information to aide in investigations related to emergency situations, exigent circumstances and critical incidents.

7461. App-based Driver Rest. An app-based driver shall not be logged in and driving on a network company's online-enabled application or platform for more than a cumulative total of 12 hours in any 24-hour period, unless that driver has already logged off for an uninterrupted period of 6 hours. If an app-based driver has been logged on and driving for more than a cumulative total of 12 hours in any 24-hour period, without logging off for an uninterrupted period of 6 hours, the driver shall be prohibited from logging back into the network company's online-enabled application or platform for an uninterrupted period of at least 6 hours.

Commented [33]: Customer and Public Safety – the measure institutes a cap on driver hours in order to prevent sleepy or distracted driving. App-based drivers cannot be logged in and driving on a platform for more than a cumulative total of 12 hours in any 24-hour period, unless that driver has already logged off for an uninterrupted period of 6 hours.

7462. Impersonating an App-Based Driver. (a) Any person who fraudulently impersonates an app-based driver while providing or attempting to provide rideshare or delivery services shall be guilty of a misdemeanor, and is punishable by imprisonment in a county jail for up to six months, or a fine of up to ten thousand dollars (\$10,000), or both. Nothing in this subdivision precludes prosecution under any other law.

Commented [34]: Safety – the measure makes it a crime to falsely impersonate an app-based driver, in addition to existing criminal penalties.

(b) In addition to any other penalty provided by law, any person who fraudulently impersonates an app-based driver while providing or attempting to provide rideshare services or delivery services in the commission or attempted commission of an offense described in Sections 207, 209, 220, 261, 264.1, 286, 287, 288, or 289 of the Penal Code shall be sentenced to an additional term of five years.

Commented [35]: Safety – Establishes a new crime and penalty for impersonating a driver and enhanced penalties for felonies committed while impersonating a driver.

(c) In addition to any other penalty provided by law, any person who fraudulently impersonates an app-based driver while providing or attempting to provide rideshare services or delivery services in the commission of a felony or attempted felony and in so doing personally

Commented [36]: Safety – Establishes a new crime and penalty for impersonating a driver and enhanced penalties for felonies committed while impersonating a driver.

inflicts great bodily injury to another person other than an accomplice shall be sentenced to an additional term of five years.

(d) In addition to any other penalty provided by law, any person who fraudulently impersonates an app-based driver while providing or attempting to provide rideshare services or delivery services in the commission of a felony or attempted felony and in so doing causes the death of another person other than an accomplice shall be sentenced to an additional term of ten years.

Commented [37]: Safety – Establishes a new crime and penalty for impersonating a driver and enhanced penalties for felonies committed while impersonating a driver.

ARTICLE 6. Definitions.

7463. For purposes of this chapter, the following definitions shall apply:

(a) “App-based driver” means an individual (1) who is a DNC courier, TNC driver, or TCP driver or permit holder; and (2) for whom the conditions set forth in subdivision (a) through subdivision (d) of Section 7451 are satisfied.

Commented [38]: App-based driver means a Delivery Network Company (DNC) or Transportation Network Company (TNC) driver.

(b) “Average ACA contribution” means eighty-two percent (82%) of the dollar amount of the average monthly Covered California premium.

(c) “Average monthly Covered California premium” equals the dollar amount published pursuant to subdivision (g) of Section 7454.

(d) “Covered California” means the California Health Benefit Exchange, codified at Title 22 (commencing with Section 100500) of the Government Code.

(e) “Customer” means one or more natural persons or business entities.

(f) “Delivery network company” (“DNC”) means a business entity that (1) maintains an online-enabled application or platform used to facilitate delivery services within the State of California on an on-demand basis, and (2) maintains a record of the amount of engaged time and engaged miles accumulated by DNC couriers. Deliveries are facilitated on an on-demand basis if DNC couriers are provided with the option to accept or decline each delivery request and the DNC does not require the DNC courier to accept any specific delivery request as a condition of maintaining access to the DNC’s online-enabled application or platform.

(g) “Delivery network company courier” (“DNC courier”) means an individual who provides delivery services through a DNC’s online-enabled application or platform.

(h) “Delivery service(s)” means the fulfillment of a delivery request, meaning the pickup from any location of any item or items and the delivery of the item(s) using a passenger vehicle, bicycle, scooter, walking, public transportation, or other similar means of transportation, to a location selected by the customer located within fifty (50) miles of the pickup location. A delivery request may include more than one, but not more than twelve (12), distinct orders placed by different customers. Delivery services may include the selection, collection, or purchase of item(s) by a DNC courier provided that those tasks are done in connection with a delivery that the DNC courier has agreed to deliver. Delivery services do not include deliveries that are subject to Section 26090 of the Business and Professions Code, as that section read on October 29, 2019.

(i) “Engaged miles” means all miles driven during engaged time in a passenger vehicle that is not owned, leased, or rented by the network company.

(j)(1) “Engaged time” means, subject to the conditions set forth in paragraph (2), the period of time, as recorded in a network company’s online-enabled application or platform, from when an app-based driver accepts a rideshare request or delivery request to when the app-based driver completes that rideshare request or delivery request.

(2) Engaged time shall not include (A) any time spent performing a rideshare service or delivery service after the request has been cancelled by the customer; or (B) any time spent on a rideshare service or delivery service where the app-based driver abandons performance of the service prior to completion. Network companies may also exclude time if doing so is reasonably necessary to remedy or prevent fraudulent use of the network company’s online-enabled application or platform.

(k) “Local government” means a city, county, city and county, charter city, or charter county.

(l) “Network company” means a business entity that is a DNC and/or a TNC.

(m) “Passenger vehicle” means a passenger vehicle as defined in Section 465 of the Vehicle Code.

(n) “Qualifying health plan” means a health insurance plan in which the app-based driver is the subscriber, that is not sponsored by an employer, and that is not a Medicare or Medicaid plan.

(o) “Rideshare service(s)” means the transportation of one or more persons.

Commented [39]: Engaged miles includes all miles driven from the moment the driver accepts a passenger or delivery on the app, to include mileage driving to pick up the passenger or the food or item, and mileage to the delivery destination.

Commented [40]: Engaged time includes the time from the moment the driver accepts a passenger or delivery on the app, to include time driving to pick up the passenger or the food or item, through the time the driver delivers the passenger or the delivery to its destination point.

(p) “Transportation network company” (“TNC”) has the same meaning as the definition contained in subdivision (c) of Section 5431 of the Public Utilities Code.

(q) “Transportation network company driver” (“TNC driver”) has the same meaning as the definition of “driver” contained in subdivision (a) of Section 5431 of the Public Utilities Code.

(r) Charter Party Carrier of Passengers (“TCP”) shall have the same meaning as the definition contained in Section 5360 of the Public Utilities Code, provided the driver is providing rideshare services using a passenger vehicle through a network company’s online-enabled application or platform.

ARTICLE 7. Uniform Work Standards.

7464. (a) The performance of a single rideshare service or delivery service frequently requires an app-based driver to travel across the jurisdictional boundaries of multiple local governments. California has over 500 cities and counties, which can lead to overlapping, inconsistent, and contradictory local regulations for cross-jurisdictional services.

(b) In light of the cross-jurisdictional nature of the rideshare services and delivery services, and in addition to the other requirements and standards established by this chapter, the State hereby occupies the field in the following areas:

(1) App-based driver compensation and gratuity, except as provided in Section 7453.

(2) App-based driver scheduling; leave; healthcare subsidies and any other work-related stipends, subsidies, or benefits.

(3) App-based driver licensing and insurance requirements.

(4) App-based driver rights with respect to a network company’s termination of an app-based driver’s contract.

(c) Notwithstanding subdivision (b), nothing in this section shall limit a local government’s ability to adopt local ordinances necessary to punish the commission of misdemeanor and felony crimes or to enforce local ordinances and regulations enacted prior to October 29, 2019.

Commented [41]: Uniformity of Work – this measure shall set a statewide standard related to app-based driver scheduling, leave, benefits, licensing and insurance requirements.

Local governments may adopt local ordinances necessary to prevent the commission of crimes.

ARTICLE 8. Income Reporting.

7464.5 (a) A network company that is acting as a third party settlement organization shall prepare an information return for each participating payee who is an app-based driver with a California address that has a gross amount of reportable payment transactions equal to or greater than six hundred dollars (\$600) during a calendar year, irrespective of the number of transactions between the third party settlement organization and the payee. A third party settlement organization must report these amounts to the Franchise Tax Board and furnish a copy to the payee, even if it does not have a federal reporting obligation. The information return shall identify the following:

- (1) The name, address, and tax identification number of the participating payee.
- (2) The gross amount of the reportable payment transactions with respect to the participating payee.

(b) Within 30 days following the date such an information return would be due to the Internal Revenue Service, a network company shall file a copy of any information return required by subdivision (a) with the Franchise Tax Board and shall provide a copy to the participating payee.

(c) A network company may fulfill this requirement by submitting a copy of Internal Revenue Service Form 1099-K or by submitting a form provided by the Franchise Tax Board that includes the same information as that on Cal-1099-K.

(d) For purposes of this section:

(1) "Participating payee" has the same meaning as provided in Section 6050W(d)(1)(A)(ii) of Title 26 of the United States Code.

(2) "Reportable payment transaction" has the same meaning as provided in Section 6050W(c)(1) of Title 26 of the United States Code.

(3) "Third party settlement organization" has the same meaning as provided in Section 6050W(b)(3) of Title 26 of the United States Code.

(g) This section shall not apply in instances where the gross amount of reportable payment transactions for a participating payee in a calendar year is less than six hundred dollars (\$600) or where the participating payee is not an app-based driver.

(f) This section shall apply to reportable payment transactions occurring on or after January 1, 2021.

Commented [42]: Income Reporting for Tax Purposes – Requires network companies to provide a return to the Franchise Tax Board and to app-based drivers for any California app-based driver that has grossed \$600 or more that year. The report shall include the gross amount of reportable pay for that year. Network companies can submit a copy of IRS form 1099-K or Franchise Tax Board form Cal-1099K. This lowers the reporting threshold from \$20,000 to \$600 per year.

ARTICLE 9. Amendment.

7465. (a) After the effective date of this chapter, the Legislature may amend this chapter by a statute passed in each house of the Legislature by rollcall vote entered into the journal, seven-eighths of the membership concurring, provided that the statute is consistent with, and furthers the purpose of, this chapter. No bill seeking to amend this chapter after the effective date of this chapter may be passed or ultimately become a statute unless the bill has been printed and distributed to members, and published on the Internet, in its final form, for at least 12 business days prior to its passage in either house of the Legislature.

Commented [43]: The legislature may amend this measure only to further its purposes, by a 7/8 vote of each house of the legislature and signature of the Governor.

(b) No statute enacted after October 29, 2019, but prior to the effective date of this chapter, that would constitute an amendment of this chapter, shall be operative after the effective date of this chapter unless the statute was passed in accordance with the requirements of subdivision (a).

(c)(1) The purposes of this chapter are described in Article 1.

(2) Any statute that amends Section 7451 does not further the purposes of this chapter.

(3) Any statute that prohibits app-based drivers from performing a particular rideshare service or delivery service while allowing other individuals or entities to perform the same rideshare service or delivery service, or otherwise imposes unequal regulatory burdens upon app-based drivers based on their classification status, constitutes an amendment of this chapter and must be enacted in compliance with the procedures governing amendments consistent with the purposes of this chapter as set forth in subdivision (a) and subdivision (b) of this section.

Commented [44]: Protection Against Discriminatory Policies Restricting App-Based Drivers – the Legislature shall not pass laws that prohibit app-based drivers from performing a particular rideshare or delivery service while allowing other individuals or entities to perform the same rideshare or delivery service, or otherwise impose unequal regulatory burdens on app-based drivers.

(4) Any statute that authorizes any entity or organization to represent the interests of app-based drivers in connection with drivers' contractual relationships with network companies, or drivers' compensation, benefits, or working conditions, constitutes an amendment of this chapter and must be enacted in compliance with the procedures governing amendments consistent with the purposes of this chapter as set forth in subdivision (a) and subdivision (b) of this section.

(d) Any statute that imposes additional misdemeanor or felony penalties in order to provide greater protection against criminal activity for app-based drivers and individuals using rideshare services or delivery services may be enacted by the Legislature by rollcall vote entered

Commented [45]: The legislature can pass amendments to provide greater protection against criminal activity for app-based drivers and individuals using TNCs and DNCs by a simple majority vote.

into the journal, a majority of the membership of each house concurring, without complying with subdivision (a) and subdivision (b) of this section.

ARTICLE 10. Regulations.

7466. (a) Emergency regulations may be adopted by Covered California in order to implement and administer subdivision (c) and subdivision (g) of Section 7454.

(b) Any emergency regulation adopted pursuant to this section shall be adopted in accordance with Chapter 3.5 (commencing with Section 11340) of Part 1 of Division 3 of Title 2 of the Government Code, and, for purposes of that chapter, including Section 11349.6 of the Government Code, the adoption of the regulation is an emergency and shall be considered by the Office of Administrative Law as necessary for the immediate preservation of the public peace, health and safety, and general welfare. Notwithstanding any other provision of law, the emergency regulations adopted by Covered California may remain in effect for two years from the date of adoption.

ARTICLE 11. Severability.

7467. (a) Subject to subdivision (b) of this section, the provisions of this chapter are severable. If any portion, section, subdivision, paragraph, clause, sentence, phrase, word, or application of this chapter is for any reason held to be invalid by a decision of any court of competent jurisdiction, that decision shall not affect the validity of the remaining portions of this chapter. The People of the State of California hereby declare that they would have adopted this chapter and each and every portion, section, subdivision, paragraph, clause, sentence, phrase, word, and application not declared invalid or unconstitutional without regard to whether any other portion of this chapter or application thereof would be subsequently declared invalid.

(b) Notwithstanding subdivision (a), if any portion, section, subdivision, paragraph, clause, sentence, phrase, word, or application of Section 7451 of Article 2 of this chapter, as added by the voters, is for any reason held to be invalid by a decision of any court of competent jurisdiction, that decision shall apply to the entirety of the remaining provisions of this chapter, and no provision of this chapter shall be deemed valid or given force of law.

Section 2. Section 17037 of Chapter 1 (commencing with Section 17001) of Part 10 of Division 2 of the Revenue and Taxation Code, is amended to read:

17037. Provisions in other codes or general law statutes which are related to this part include all of the following:

(a) Chapter 20.6 (commencing with Section 9891) of Division 3 of the Business and Professions Code, relating to tax preparers.

(b) Part 10.2 (commencing with Section 18401), relating to the administration of franchise and income tax laws.

(c) Part 10.5 (commencing with Section 20501), relating to the Property Tax Assistance and Postponement Law.

(d) Part 10.7 (commencing with Section 21001), relating to the Taxpayers' Bill of Rights.

(e) Part 11 (commencing with Section 23001), relating to the Corporation Tax Law.

(f) Sections 15700 to 15702.1, inclusive, of the Government Code, relating to the Franchise Tax Board.

(g) Article 8 (commencing with Section 7464.5) of Chapter 10.5 of Division 3 of the Business and Professions Code.

Section 3. Conflicting Measures.

(a) In the event that this initiative measure and another ballot measure or measures dealing, either directly or indirectly, with the worker classification, compensation, or benefits of app-based drivers shall appear on the same statewide election ballot, the other ballot measure or measures shall be deemed to be in conflict with this measure. In the event that this initiative measure receives a greater number of affirmative votes, the provisions of this measure shall prevail in their entirety, and the provisions of the other ballot measure or measures shall be null and void.

(b) If this initiative measure is approved by the voters but superseded in whole or in part by any other conflicting ballot measure approved by the voters at the same election, and such

conflicting measure is later held invalid, this measure shall be self-executing and given full force and effect.

Section 4. Legal Defense.

The purpose of this section is to ensure that the people's precious right of initiative cannot be improperly annulled by state politicians who refuse to defend the will of the voters. Therefore, if this Act is approved by the voters of the State of California and thereafter subjected to a legal challenge which attempts to limit the scope or application of this Act in any way, or alleges this Act violates any local, state, or federal law in whole or in part, and both the Governor and Attorney General refuse to defend this Act, then the following actions shall be taken:

(a) Notwithstanding anything to the contrary contained in Chapter 6 of Part 2 of Division 3 of Title 2 of the Government Code or any other law, the Attorney General shall appoint independent counsel to faithfully and vigorously defend this Act on behalf of the State of California.

(b) Before appointing or thereafter substituting independent counsel, the Attorney General shall exercise due diligence in determining the qualifications of independent counsel and shall obtain written affirmation from independent counsel that independent counsel will faithfully and vigorously defend this Act. The written affirmation shall be made publicly available upon request.

(c) In order to support the defense of this Act in instances where the Governor and Attorney General fail to do so despite the will of the voters, a continuous appropriation is hereby made from the General Fund to the Controller, without regard to fiscal years, in an amount necessary to cover the costs of retaining independent counsel to faithfully and vigorously defend this Act on behalf of the State of California.

Section 5. Liberal Construction.

This Act shall be liberally construed in order to effectuate its purposes.