

BEFORE THE HOUSE LABOR AND INDUSTRY COMMITTEE

Meeting on Worker Classification

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COMMENTS OF UBER TECHNOLOGIES, INC.

Freddi Goldstein  
175 Greenwich St.  
New York, NY 10001  
Email: [freddi@uber.com](mailto:freddi@uber.com)

Thank you Chairman Dawkins, Chairman Mackenzie and members of the committee.

More than 50,000 Pennsylvanians opt for flexible work through the gig-economy. This includes driving and delivering for app-based companies like Uber. For many of these workers, it is the flexibility and the opportunity to work when, where and for however long they like, that draws them to this type of work.

The work is often supplementary, rather than full-time. In fact, in Pennsylvania, 89% of drivers on the Uber app average fewer than 40 hours per week and polling tells us that 67% of Pennsylvania gig workers do not want to be re-classified as employees. That is largely because many of these workers have other, full-time jobs or are students.

Drivers and couriers on Uber's platform have no exclusivity to Uber—they may work with Uber to supplement income from a fulltime job or to help pay for school, and they may work with other apps, including when they're online with Uber. Three-quarters of drivers and couriers on Uber's platform in the US [report](#) having worked with at least one platform other than Uber.

At the same time, at Uber, we believe that every worker deserves the option to protect themselves and their loved ones if they're injured at work, when they get sick, or when it's time to retire. Yet unfortunately, our current employment system creates no such benefit structure for independent contractors. That is why we, along with several other platform-based companies, have worked with Senator Aument to introduce Senate Bill 967, a bill to bring portable benefits to gig workers.

Rather than reclassify workers who want to remain independent, benefits and protections should be adapted to fit new models of work, accounting for multiple sources of income and variability in hours worked per day and days worked per week.

We thank you for the opportunity to provide these comments and look forward to further discussion regarding our industry.