



WHY ARE UBER, LYFT, INSTACART & DOORDASH SPENDING OVER \$100 MILLION ON PROP 22?

When companies misclassify workers as independent contractors instead of recognizing them as employees, it hurts workers, communities and our state's economy.

EMPLOYEE (LEGALLY PROTECTED RIGHTS)

✓ WAGES

★ Guaranteed at least the state minimum wage

✓ SICK DAYS

★ In CA, workers receive three paid sick days per year and are eligible for disability payments

✓ WORKERS' COMP

★ Eligible to claim workers' compensation benefits if injured & protected by federal OSHA regulations

✓ PAID FAMILY LEAVE

★ Eligible to apply for the state's paid family leave program and receive 60 to 70% of earnings (up to \$1,216 per week) for up to six weeks

✓ UNEMPLOYMENT BENEFITS

★ In CA, eligible for up to \$450 per week in unemployment benefits while looking for a new job

✓ RIGHT TO ORGANIZE

★ The right under the NLRA to stand together in a union to negotiate for better wages, benefits and working conditions

INDEPENDENT CONTRACTOR

✗ NO MINIMUM WAGE

Can be paid far below minimum wage or prevailing wage, and must pay all business expenses, including vehicle, gas, maintenance. No protections against wage theft.

✗ NO SICK DAYS

Not paid for sick days and are not eligible for the state's disability program

✗ NO WORKERS' COMP

Not eligible for workers' compensation benefits

✗ NO PAID FAMILY LEAVE

Not eligible for California's paid family leave program

✗ NO UNEMPLOYMENT BENEFITS

Not eligible for unemployment benefits

✗ NO RIGHT TO ORGANIZE

Do not have the right to organize or bargain collectively

ON NOVEMBER 3

NO ON PROP 22
SICK OF GIG GREED



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