

DO YOU AGREE WITH THE CALIFORNIA RULING THAT UBER DRIVERS SHOULD BE EMPLOYEES?

On June 17th, in response to the California commission ruling that an Uber driver should be an employee, SherpaShare asked drivers across the US, “**Do you agree with California judge ruling that Uber drivers should be employees?**”* 244 people responded, with 238 of them being on-demand drivers. 55% of the driver said yes, as in they agreed with the ruling. Perhaps more importantly, many laid out their concerns and opinions in detail, pointing out many of the complexities of this debate (full time versus partime, gray area) and the detailed attention that this conversation deserves. Here are their **unedited comments**:

YES, UBER DRIVERS SHOULD BE EMPLOYEES

55% (125) of surveyed drivers from Uber, Lyft, Sidecar, or Wingz. Below are their 37 comments.

Pizza delivery drivers are employees whether they have a large pepperoni in the car or not.
Uber is an extreme exploiter. The reap what they sow.
If i was truly an independent contractor, I could set my own rates.
When an employer controls how much you make by setting the standard rate and controls when you come and go by telling you when you can make the most and at what times. Even though they say start and stop when you want to
Transportation Network Companies control your schedule. You are forced to work when they make the most money which is how you adjust your schedule to meet that need as a driver.
I think we're semi-employees/semi-independent, really in a gray area.
Uber/Lyft argue that drivers have complete control; drivers have complete control over hours but not much else. For instance, if you choose to reject a ride request, there is a penalty, even if it's for a lower rates pax or very far away (esp since the apps choose drivers based on how the crow flies, not how the roads go).
Not all Drivers should be considered Employees but Full Time Drivers should be. People with other jobs doing Ridesharing part time should be able to continue to be contractors if they choose
They dictate our rates for picking up passengers, they can fire us due to passenger ratings, they require us to pay our own gas and maintenance and give us no options that a real contractor would have. We are employees.
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uber should not profit more than drivers per trip.. This is what's right for all drivers and passengers..they have to much control and reep all the profit at the expense of drivers and their property
Dont slap a label just because its convinient, i want to be an IC with control of my business. These TNCs give the "independant contractors" little control

Acceptance ratings, cancelation ratings, riders ratings, just to mentioned some, constant fares prices reductions that are un-sustainable all of that and more and they can conveniently fire a driver at the push of a button, without a recourse. Good concept, but evil greedy company. Uber is the Robin Hood antithesis, taking from the poor to give it to the rich.
Finally someone has listened to our pleas of equality. I hope all its employees get compensated for all the Back pay that is due to us!!
Due to the fact that Uber wants to restrict tips, in car ads, and manipulates fares to goad drivers into driving at certain times, and will fire drivers if they do not like the work, I think they want all the benefits of control that having employees gives while making all the drivers pay all the costs.
These companies are rubbing the drivers.
Best thing that could have ever happened!!
We are at the mercy of them, the same way a employee would be.
so this means they can take out for taxes now?
It is important to nurture innovative technology, and having drivers classified as Independent Contractors has certainly allowed Uber and Lyft to gain hold of the marketplace, however, corporations should have a responsibility not only to make a profit for their investors, but to provide opportunities and fair wages for the labor that makes those profits possible. Uber has a low enough overhead that they can still rake in enormous profits, while providing innovative, affordable transportation, even when they allow their drivers the miniscule protections offered by actual employment.
Independent contractors have much more control with how the job is completed. Also deactivating drivers permanently so often is grossly unfair.
I like being an independent contractor and I hope that Luber starts to treat us like independent contractors and stop bossing us around!
We don't really want to be employees. We just don't want to be CALLED contractors but treated as employees. We want to be treated as contractors.
i totally agree! Either charge us flat monthly fee or give us benefit...25-30% commission on each ride is absurd! Unless they provide us vehicle and gas, then they can charge for that amount
Good
These companies are taking advantage of workers by treating independent contractors as if they were employees.
Uber does not inform and treat their drivers good and customers
Don't want to be an employee by Uber is treating us like one, so the ruling is justified. I will quit if I'm required to be an employee though.
I am looking forward for the changes that the government is doing.... For the people right?
Uber & Lyft can't have it both ways. If we're true independent drivers we could set our own rates. The only two things drivers can control is when you drive & how much.
I'm not familiar with the entire story behind this but the plus to being an employee versus contractor is receiving net pay, instead of gross and then figuring out taxes. But on the other hand the downside could be since they are an employer they would be forced to offer health care which could lower the compensation rate.
The reason I view drivers as actual employees comes down to fact that Uber carries the insurance liability. They disclaim they are in the transportation industry and are only an app PLATFORM. Really? How stupid. I have over 350 trips under my belt as a driver and am liking Uber less and less.
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<p>They disclaim they are in the transportation industry and are only an app PLATFORM. Really? How stupid. I have over 350 trips under my belt as a driver and am liking Uber less and less.</p>
<p>This is unfortunately misleading as the ruling only will apply to a single, specific driver and will not apply to others, although it may be used as a point of reference for that cause.</p>
<p>Uber has been the most dishonest company I've worked for. But oh yeah, according to them I don't work for them, I work with them. BALONEY!</p>
<p>The judge is saying they are employees despite what uber calls them.</p>
<p>I believe we should be contractors. To accomplish this uber should give us more power over the parameters in which we operate.</p>
<p>Uber is possibly the most dishonest, immoral company on the earth. I hope this is just the beginning.</p>
<p>This ruling would not have happened and the lawsuits against Uber and Lyft would not be happening if they took the time to listen to their drivers and not screw them over like an actual employer would with an employee. That sums up my thoughts on the entire matter.</p>
<p>I see this as a stepping stone for independent contractors. But I think Uber and other companies like it may end up using third party companies to hire out their drivers to keep the company and software separate. Just a thought.</p>

NO, UBER DRIVERS SHOULD NOT BE EMPLOYEES

45% (104) of surveyed drivers from Uber, Lyft, Sidecar, or Wingz. Below are their 19 comments.

<p>Its kind of expected coming from California. It is a pretty liberal state. It will never hold up on appeal. We can use more than one TNC service. The Taxi model is based on all drivers being IC. If TNCs are ruled employees then the Taxi industry will have to change too. What other types of employees can actually work for the competition? The TNCs are just like Ebay and Amazon. They advertise services and handle the financial transactions.</p>
<p>It is absolute shame how one disgruntled shot everybody else in the foot by taking this case to the state!</p>
<p>For independent contractor; UBER should reduce commission fees from 20-30% to 5-8% since we pay a lot of money to pay on car maintenance, gas, oil change, cell phone, eat out, and etc. Removing rating drivers!</p>
<p>If they keep taking 20-30% from us and rating drivers. How we pay for our FICA taxes and taking care of family? It's called employees.</p>
<p>It's a tricky one to make, but I would have to say no because if yes, Uber will have to raise rates and take a bigger cut from the drivers and the business model will not work and consumers will no longer use. I could be out of a second job... Will be interesting to see how they can cope with it. (give us drivers 3rd party ads to hang on the headrest or in the windows??)</p>
<p>Stop trying to ruin a very well made transportation platform. It has change many lives for the better.</p>
<p>I'm split on the matter, I like that I'm able to make my own hours and do as I feel with my time. So I prefer being a contract driver. At the same accord there is always security in having a job with benefits. This is my dilemma</p>
<p>I like being a 1099 worker set your hours and work when you want its awesome</p>

It works for the economy and people searching for extra income while having a real job or studying.
People agree to the terms of the app and service to demand more will cause the company to make some hard decisions. Just let the business model stay.
If drivers become employees, we will be all out of an easy job soon
It's unknown whether this ruling will help drivers in the near term. It's quite possible this ruling will be appealed for several years.
I prefer the ability to be my own boss who can set his own fares, schedule and service offerings -which is assisted by rideshare app to help connect to my clients.
We are not employees. I don't want a boss telling me when and where to work.
The taxi companies have a monopoly. Now they're trying to create one again.
Employees must work a schedule set by a boss. Taxi cab drivers have a schedule set and the cabs are provided so they are employees! Rideshare drivers are a different category. Whomever made this ruling is short-sighted and maybe even paid off by a taxi lobbyist to make things harder for us? We're IC's all the way.
You lose your independence.
No I think I prefer to be a freelancer.
i like my freedom
now they can tell me when I can and can't work - take away any surge options - deny tips and/or take a cut of any tips offered via an in app tip options and drop pricing/fares to unprecedented lows -
There is no supervision and the job has a defined skill set. Therefore I am a contractor.

*The full survey post can be found here:

<https://www.sherpashare.com/share/survey-do-you-agree-with-todays-employee-ruling/> The survey results do not reflect the opinions or views of SherpaShare or any of its employees. The survey was conducted via Google Form and drivers were asked to self-report the services they worked for.