To: Interested Parties  
From: Joel Benenson and Mitch Markel, Benenson Strategy Group  
Date: May 13, 2021  
Re: Key Findings from Prop 22 Survey with CA Drivers and Delivery People

Benenson Strategy Group, an independent research firm, conducted a survey of California drivers and delivery people who have driven using the Uber or Uber Eats platform since January 2021 to explore reactions to Prop 22 now that it has been implemented. The survey included 378 interviews and was fielded online from March 10 - April 20, 2021. The margin of error for the dataset overall is +/- 4.99% at the 95% confidence interval. It is higher among subgroups.

Benenson Strategy Group is a globally-recognized consulting and strategic research firm that has advised several Fortune 100 companies and high-profile political campaigns, including President Barack Obama's 2008 and 2012 presidential campaigns and Hillary Clinton's 2016 presidential campaign.

In the first comprehensive survey of California drivers since Prop 22 went into effect, 4 out of 5 drivers are happy Prop 22 passed (82%), with a majority (51%) saying they are very happy. Drivers across the political spectrum are happy about Prop 22, and in fact, 85% of drivers who identify as Democrats are happy it passed.

Prop 22 passed, classifying app-based drivers as independent contractors, instead of employees, and providing IC drivers certain benefits and protections. How do you feel about Prop 22 passing in California?

<table>
<thead>
<tr>
<th>Drivers in CA</th>
<th>Happy Prop 22 passed</th>
<th>Unhappy Prop 22 passed</th>
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<tr>
<td></td>
<td>82</td>
<td>18</td>
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Awareness of Prop 22 is near universal; 92% of drivers say they are familiar with Prop 22 (53% very familiar). And 63% of drivers in California have already experienced changes to benefits, compensation, or protections as a result of Prop 22. Importantly, among those who have already experienced changes, 9 in 10 (92%) say the changes have had a positive impact on their life.

“Prop 22 benefits me personally”

Drivers are not simply paying lip service to the legislation - they see it having a real impact on their lives.

More than 3 in 4 drivers (76%) agree that “Prop 22 benefits me personally.” In comparison, only a third of drivers agree that “Prop 22 won’t have a real impact” - while 66% disagree with this statement. And among all drivers, regardless of whether they’ve experienced benefits yet or not, the overall verdict is Prop 22 makes driving and delivering better.

Drivers in California firmly believe that legislation like Prop 22 creates a better future for app-based drivers (75% agree) with protected flexibility and independence and a stronger safety net of benefits, and therefore recommend passing.
similar laws in other states so drivers across the country can benefit (75% agree). The recommendation is even stronger among Democratic leaning drivers, with 83% recommending a similar law for other states.

Now that Prop 22 has passed, 52% of drivers believe their driving situation will be better, another 29% say it will be about the same, 8% don’t know, but only 11% believe their driving situation will be worse.

Critically, when asked if Prop 22 DIDN’T pass and drivers were forced to drive as employees, over half of drivers think their driving situation would be worse, and 1 in 3 say it would be a lot worse.

Of course, this doesn’t mean all drivers are in complete support of every aspect of the new legislation, but at the very least they firmly believe that Prop 22 is a better alternative to strict employee or independent contractor status. Throughout the Prop 22 campaign in California and still today, drivers overwhelmingly prefer independent contractor status. By nearly 5-to-1, 84% say they prefer to be an independent contractor, compared to just 17% who say they prefer to be an employee.
Despite an undeniable preference to remain independent contractors, drivers were eager for more of a safety net, and see the passing of Prop 22 as the best of both worlds:

**Key Findings from Prop 22 Driver Study**

Drivers believe Prop 22 preserves their flexibility and independence (83% agree), which is a critical reason they drive in the first place. 81% of drivers say “to have flexibility in my schedule” is a major reason they drive. Importantly, 73% of drivers in California drive part-time and rely on the freedom and flexibility of gig work to fit into their schedule.

**Individual Benefits in Prop 22**

Although freedom and flexibility continue to be the most important benefit, drivers are excited about the addition of new benefits as a result of Prop 22. In this study, drivers and delivery people heard a brief description of the individual benefits included in California’s Prop 22...

- **Earnings Protection:** Prop 22 provides a minimum earnings guarantee that is 120% of local minimum wage and provides $0.30/mile reimbursement for expenses for time spent between accepting a trip/delivery and when it ends, with no upper limit on drivers’ ability to earn more. Every two weeks, companies will ensure drivers earned at least the guarantee, from their trips and promotions. If they haven’t earned the guaranteed amount, companies will pay drivers the difference in a biweekly payout directly to their driver account.
  - 66% of drivers have already received an earnings guarantee payment.
  - And among those who have, 67% agree that “a minimum earnings guarantee has already helped relieve financial stress in my life.”
  - Overall, regardless of whether they have gotten a payment yet, 71% of drivers agree “a minimum earnings guarantee will help people like me” and 81% think earnings protection will have an impact on their financial situation.
• **Healthcare Stipend:** Prop 22 provides healthcare contributions for drivers whose pickup and on-trip time averages at least 15 hours a week, or 25 hours per week for the full contribution, over the course of a quarter. Payments will be made quarterly, directly to the driver account. These contributions are available to drivers and delivery people enrolled in individual healthcare plans and will require verification.
  ○ Despite high levels of awareness (79% have heard about this benefit), only 14% of drivers have signed up to receive healthcare contributions in the last couple of months as a result of Prop 22. This is not surprising given that 89% of drivers already get health insurance from another source.
  ○ With many already getting health insurance from other sources, 71% agree “healthcare contributions like this are nice to have, but won't make a big difference in my life.”

• **Occupational Accident Insurance:** Prop 22 provides occupational accident insurance to cover medical bills and disability payments for injuries sustained (including death) while driving or delivering.
  ○ Although only a little over half of drivers have heard of this benefit so far, likely because they have not needed it, after the description, 71% agree that “occupational accident insurance provides a peace of mind that I didn’t have before.”
  ○ More than 3 in 4 drivers (76%) agree that “occupational accident insurance will help people like me.”
  ○ And 77% of drivers agree that “having occupational accident insurance makes me feel safer when I’m out on the road.”

Drivers are still learning about and adjusting to the new benefits from Prop 22, but are broadly positive about the legislation passing because the benefits provide a peace of mind they didn’t have before.

For each of the following benefits, please indicate whether you think it will have a major impact, a minor impact, or no impact on your peace of mind.

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<tr>
<th>Benefit</th>
<th>Major impact</th>
<th>Minor impact</th>
<th>No impact</th>
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<td>Accident Insurance</td>
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