

1     **Resolution in Support of Independent Contractor Organizing**  
2                     **in the For-Hire Transportation Industry**

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4     **WHEREAS** new entrants into the for-hire transportation industry have taken advantage  
5 of lax enforcement and legal loopholes to create a class of workers with the  
6 responsibilities of employees who lack basic workplace protections;

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8     **WHEREAS** these companies misclassify their drivers as independent contractors but  
9 control the most important aspects of their work;

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11     **WHEREAS** as a consequence of this misclassification, many drivers earn below  
12 minimum wage, work long hours and are subject to regular and arbitrary changes in  
13 work rules;

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15     **WHEREAS** they are excluded from basic workplace protections such as workers'  
16 compensation, unemployment insurance, and health and safety protections;

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18 |     **WHEREAS** this misclassification severely hinders worker's' rights, and limits workers'  
19 access to Union representation;

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21     **WHEREAS** the National Labor Relations Act excludes workers classified as  
22 "Independent Contractors" from organizing under the NLRA; and

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24     **WHEREAS** there is currently no legal mechanism for drivers to address these issues  
25 and the companies that dispatch them have steadfastly refused to meet with drivers to  
26 work out collective solutions. As a result, conflicts in this publicly regulated  
27 transportation market have inevitably become policy fights rather than points of  
28 negotiation as they would be in other private sector employment;

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30     **WHEREAS** the City of Seattle passed legislation that would allow drivers to negotiate  
31 directly with the companies that dispatch them through democratic, collective  
32 organizations. This legislation applies best practices from other jurisdictions to  
33 determining if drivers at for-hire companies are represented and requires companies to  
34 negotiate with those drivers;

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36     **THEREFORE BE IT RESOLVED** that the Washington State Democrats support  
37 statewide legislation allowing drivers to negotiate directly with the companies that  
38 dispatch them through democratic, collective organizations.

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42 Submitted by the 37<sup>th</sup> LD Democrats to the WSDCC. (Date Submitted 1/14/2016)

- 43 The Resolutions Committee amended this resolution and recommended that it be  
44 "PASSED" at its January 30, 2016 meeting in Lynnwood.  
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46 The WSDCC "PASSED" this resolution at its January 30, 2016 meeting in Lynnwood.