Brian West

11/1/2020

Writing Project 3

I am voting yes on proposition 22, how about you? Proposition 22 in California has some mixed feelings associated with it. There are benefits that people, the drivers of these companies, will obtain from people voting yes, but they will also forego somethings that they would have received from people voting no, like employee benefits. There are valid arguments for selecting to vote either yes or no.

The answer to that question depends on which side of the argument the people making these arguments belong to or where or stand. Voting yes will mean that the drivers that work for these companies receive the status of independent contractors. As independent contractors, drivers would be able to control their schedules and destinations, among other things. The drivers will essentially become the dictators of their lives as they would be able to determine how they work and when they work. This is a remarkable benefit to some, some independent contractors need to work when they are available and this is huge for some families who have children or other obligations. Let alone work around other employment opportunities. The companies that hired these drivers sold them the idea of only working when they want to log in on the various applications of the companies they have on their phones and registered. One of the benefits that drivers will enjoy as part of being independent contractors is that they will have a form of minimum wage where the drivers would receive a minimum wage plus 20% on their driving times. This new system will see them gain about 2.80 dollars more than what they would receive next year should the people vote no. These companies want the drivers to maintain the status of independent workers as it will, in turn, benefit them in that it will translate to lower operating costs. According to Siddiqui (n.p), these companies have spent over 200 million dollars in campaigns, urging the people to vote yes to prop 22. Many drivers, who are the ones that the prop will affect, seem to want the people to vote yes.

On the other hand, if the people vote no to the prop, the companies will have no option but to comply with the AB5, that warrants the companies to treat its drivers as employees and receive all the associated benefits like a minimum wage, time off, sick leave, among other things. The majority of people for this idea include the state government of California, labor activists, and healthcare, among other things. The state has locked horns with the companies for long periods on the way that the state believes the companies should treat their drivers. If the proposition does not pass, the companies would have to comply with a court mandated directive of complying with the AB5 stipulations. However, the companies have spoken ought. For instance, Uber states that it will not be able to accommodate all the over 1 million drivers currently operating under uber on permanent employee status. It can only accord the status to a little over a quarter of that number. A disadvantage of this prop passing is that drivers would lose the autonomy and flexibility that they currently enjoy. They have the time to do what they want and operate as drivers either full-time or on a part-time basis.

Registered voters should vote yes to prop 22 as it is what the companies and the drivers know and understand and what they want. Changing things might severely affect the companies' business strategies and hamper their abilities to operate optimally and cater to the wide customer base that uses these companies for transport. The majority of the drivers also enjoy working as independent contractors as they have the freedom to dictate how and when they work. It gives them the flexibility of doing other things in conjunction with being drivers for these companies. They might not be receiving any benefits that regular employees might be receiving, but they have some benefits. Turning them into employees will take away their autonomy and impose things on them that they might not want, like being on a regular schedule, which might hinder their ability to do other things. The opposition against prop 22 is a testament to the good intentions of the state government and the efforts of labor activists to improve the conditions of workers in the US. Unfortunately, it might not be the best move in this situation as many people that sign up as drivers for these companies do so because of the things that saying no to the prop will effectively take away from them. The bottom line when people sign up to be independent contractors they know what they are getting into and still chose this route because it is the best for their situation.

Work Cited

Siddiqui, Faiz. “Uber and Gig Companies Spend Nearly $200 Million to Knock Down an Employment Law They Don’t Like — and It Might Work.” Washington Post, 2020, [www.washingtonpost.com/gdpr-consent/?next\_url=https%3a%2f%2fwww.washingtonpost.com%2ftechnology%2f2020%2f10%2f09%2fprop22-uber-doordash%2f](http://www.washingtonpost.com/gdpr-consent/?next_url=https%3a%2f%2fwww.washingtonpost.com%2ftechnology%2f2020%2f10%2f09%2fprop22-uber-doordash%2f).

.