

# NOTICE OF RIGHTS

Please be informed of your rights under Washington law.

## **Minimum Rates:**

Under Washington law, drivers are entitled to guaranteed per minute, per mile, and per trip rates.

For trips originating from within the City of Seattle, drivers will earn the greater of \$5.62/trip OR \$0.64/min + \$1.50/mile, regardless of whether the trip terminated within the City limits or not.

For trips originating outside the City of Seattle but ending within City limits, the aforementioned rates will apply for the portion of the trip that occurred within City limits.

For all other trips originating in Washington, drivers will earn the greater of \$3.26/trip OR \$0.37/min + \$1.27/mile, regardless of whether the trip terminated within Washington.

For trips originating outside of Washington, the aforementioned referenced rates will apply for the portion of the trip that occurred within state limits.

**Tip Protection:** Drivers will continue to receive all of their tips. Lyft will not use tips to satisfy the minimum rate requirements.

**Cancellations:** Drivers will receive the minimum rates per trip canceled by passengers or Lyft, with the exception of cancellations due to driver conduct.

**Deductions:** Drivers must agree in writing to deductions from pay (unless required by law or court order).

**Notice:** Lyft will provide drivers with pay information on a per-trip and weekly basis.

**Paid Sick Time:** Drivers are entitled to paid sick time, subject to accrual. Drivers will accrue 1 hour of paid sick time for every 40 hours of passenger platform time in Washington. Drivers must accrue at least 4 hours to redeem earned paid sick time. Drivers will redeem paid sick time at their average hourly compensation rate (calculated as your earnings divided by your hours giving rides) over the previous 12 calendar months.

Drivers may use paid sick time for the following reasons:

- Physical or mental illness, injury, or health condition, including the need for a medical diagnosis, care, or treatment
- Provide care for a family member with a physical or mental illness, injury, or health condition, including the need for a family member's medical diagnosis, care, or treatment
- Preventative medical care for yourself or to care for a family member who needs preventative medical care
- Reasons related to domestic violence against you or a family member
- Reasons related to sexual assault or stalking of you or a family member
- If your child's school or place of care has closed by order of public official for any health-related reasons
- During a deactivation or other status that prevents you from performing services on the platform, subject to some exceptions.

**Worker's Compensation:** Drivers can read and print the posters [here](#) for their records. As a part of the workers' compensation program, a small percentage of your earnings for all trips with a pickup or dropoff in Washington will be withheld and paid into the system, just like any other covered worker in Washington.

**Retaliation:** Drivers have the right to protection from retaliation for exercising in good faith the rights outlined in this notice, including, but not limited to, retaliation for lawful use of paid sick time and other rights related to paid sick leave.

**Right to Legal Action:** Drivers have the right to pursue legal action or file a complaint with the Washington Department of Labor & Industries for a TNC's failure to pay the guaranteed rates or for retaliation.

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