

WASHINGTON STATE RIDESHARE DRIVERS KNOW YOUR RIGHTS:

- PROTECT YOUR INCOME,
- YOUR TIME, AND
- ABILITY TO WORK.

Washington law provides rideshare drivers who transport passengers with important workplace protections. Knowing your rights helps you protect your income, your time, and your ability to work.



NOTE: These protections apply to passenger trips only. It does not apply to food or goods deliveries.

1. MINIMUM COMPENSATION

Effective January 1, 2026, companies must pay for passenger platform time and mileage at no less than Washington's applicable rates. Tips are additional and belong to the driver. Pay periods must be regular and at least biweekly; amounts owed generally must be paid electronically by the 10th day after the pay period. Minimum compensations are as follows:

Trip start in Seattle: \$0.70/min + \$1.63/mile, or \$6.12/trip.

Outside Seattle: \$0.40/min + \$1.38/mile, or \$3.55/trip. Some qualifying cancellations and passenger no-shows may count.

2. UNDERSTAND YOUR EARNINGS

Within 24 hours after a dispatched trip, the company must provide an electronic receipt showing platform time and mileage, pay rates, tips, gross and net pay, deductions and fees, and trip date, time, pickup, and drop-off. Beginning July 1, 2026, trip-specific incentives, promotions, and bonuses must be itemized. Weekly notices must summarize time, mileage, tips, earnings, pay methods, net pay, and deductions. Drivers may request a searchable, downloadable record covering the prior 24 months; it generally must be available within 3 business days.

3. PAID SICK TIME

Drivers earn at least 1 hour for every 40 hours of passenger platform time and may use accrued time after recording 90 platform hours. Covered uses include the driver's or certain family members' care; qualifying domestic-violence leave; certain health-related school or childcare closures; and certain immigration proceedings involving the driver or family. Time generally may be used in 4-hour increments, up to 8 hours per day; up to 40 unused hours generally carry over. Companies must report balances regularly.

4. RETALIATION IS PROHIBITED

A company may not lawfully punish a driver for using sick time, asserting compensation rights, seeking tips or reimbursements, using the Driver Resource Center, filing or planning a complaint, or participating in driver-rights proceedings. Retaliation may include improper deactivation or restrictions, pay or opportunity changes, rating interference, withholding money owed, or certain immigration-related threats. Lawful sick-time use cannot be a negative factor in deactivation.

5. DEACTIVATION PROTECTIONS

For an eligible deactivation, the company must explain the reason, the policy allegedly violated, the effective date, and whether the action is temporary or permanent. When applicable, the notice must also explain appeal rights and Driver Resource Center assistance. Not every deactivation qualifies for appeal—review every notice and seek help promptly.

6. WORKERS' COMPENSATION

Since January 1, 2023, companies have been required to provide workers' compensation during covered dispatch or passenger platform time. Benefits may include medical treatment and, for qualifying drivers unable to work, partial wage replacement and other services. Vehicle damage is not covered. If injured during covered work, obtain care, notify the company, and tell the provider the injury occurred while working.

7. KEEP YOUR RECORDS

Review trip receipts and weekly statements. Save company messages. Track sick-time balances, incentives, bonuses, deductions, and deactivation notices.

8. DEACTIVATION APPEALS & DRIVER ASSISTANCE

The Washington State Department of Labor & Industries (L&I) contracts with Drivers Union to operate the Driver Resource Center. The center provides assistance with eligible deactivation appeals, driver services, outreach, and education. For assistance, contact the Driver Resource Center:

Email: support@driversunionwa.org, Phone: 206-812-0829

Online: www.driversunionwa.org

9. FILING A COMPLAINT

- For assistance filing a complaint or to learn more your right as a WA rideshare passenger driver contact Horn of Africa Services at (206) 760 – 0550 or email at info@hoas.org
- If you believe that a rideshare company violated your rights file a Driver Rights Complaint with WA L&I
You can reach L&I by calling (360) -902 – 5316 or 1-866-219-7321

In partnership with the Department of Labor & Industries for worker outreach and education.

