




How Uber's Ballot Initiative Makes Injured Workers Pay More

Uber's initiative would bypass the legislature to make far-reaching changes to California's Constitution, locking in the corporate protections Uber has pushed for — and it would harm *their own drivers* and others who *drive for a living* most of all.

It would **cap medical expense recovery and restrict access to legal representation if you're a victim in an accident** — including truckers and transportation workers — Uber's measure would shift more costs onto workers. This would affect every auto accident in the state, even protecting autonomous vehicle manufacturers that cause accidents and Tesla if someone's vehicle explodes.

What Uber's Initiative Does

Uber's ballot initiative would amend the California Constitution to:





-  **Limit recoverable medical expenses** to a fraction of actual market costs so that big corporations like Uber can protect company profits.
-  **Apply to ALL motor vehicle accidents** in California — not just rideshare. This means truck crashes, work-related collisions, and every other accident on California roads, including autonomous vehicles like robotaxis.
-  **Make it harder for injured victims to get legal representation**, jeopardizing their ability to recover medical expenses, and placing the burden squarely on the shoulders of working families — while reducing accountability for multi-billion dollar corporations.

Key Fact: Uber's million dollar lawyers face zero restrictions under this initiative. Only injured victims — including workers — would be limited.

Why Workers & Their Unions Should Be Alarmed

Shifting Medical Expenses from Corporations to Workers

Working Californians would face astronomical medical bills when injured through **no fault of their own**, and workers depend on the civil justice system to help recover their medical costs. Uber's initiative would effectively eliminate that safety net for many workers:

-  **Medical expense recovery would be capped** at artificially low rates — so low that many doctors and specialists would not be able to provide care.
-  **Injured workers unable to secure medical providers** on a lien would be forced to delay or forego care, threatening their health and livelihoods.
-  **Without access to specialized medical care**, workers face longer recoveries, potential permanent disability, and not being able to return to their jobs.
-  **This would apply to drivers, passengers or anyone** injured in a road accident.

Real-World Impact: A truck driver seriously injured in a crash may need an MRI, surgery, and months of physical therapy. Under Uber's initiative, the reimbursable cost of that care could be slashed to a fraction of actual costs — leaving the worker with unpaid medical bills and no path back to work.

Legal Caps Mean Workers Can't Afford a Lawyer

Most people can't afford legal representation up front, **so many lawyers get paid only if they win** — that's how working-class Californians access the justice system. Uber's initiative would essentially eliminate this system to **reduce the amount of lawsuits** they face.

Uber's initiative requires that attorneys fees, many medical bills, and other costs get capped at 25% — in injury cases, this math often means attorneys can't take the case at all:

- ✗ For example, in a \$1 million settlement with \$250,000 in medical bills, the case has already met its 25% cap — meaning you couldn't pay for legal representation in the first place while Uber faces no restrictions in how they pay their lawyers.
- ✗ Without an attorney, injured workers would be left negotiating alone against corporate legal teams and insurance company lawyers who face no restrictions.

Paves the Way for Significant Worker Displacement

The initiative will **expedite the deployment of robotaxis**, leading to **significant displacement of workers**. Uber is deploying a new fleet of 20,000 robotaxis on our roads, after already having launched paid rides in California cities. Uber's limited liability initiative enables them to accelerate this rollout without being fully held accountable for the injuries caused.

A Pattern of Stripping Workers' Rights

This is not the first time Uber has used the ballot initiative process to undermine workers' protections:

- ✗ In 2020, Uber spent nearly \$100 million to pass Proposition 22, which stripped gigworkers — including Uber drivers — of their right to be classified as employees. This denied them minimum wage protections, workers' compensation coverage, and employment benefits.

The Initiative Goes Far Beyond Rideshare

This initiative applies to every automobile, truck, and motorcycle accident in California — not just those involving Uber. That means:

- ✗ A trucker hit by a negligent driver on I-5 would be subject to these restrictions.
- ✗ A delivery driver injured in a multi-car pileup would be subject to these restrictions.
- ✗ A motorcycle commuter injured on the road would be subject to these restrictions.
- ✗ Any working Californian who is injured in any motor vehicle accident.

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