

When Workers Get Hurt: What Uber's Initiative Actually Means

Uber's Corporate Immunity Measure (25-0022A1) would cap medical recovery and make it a crime for attorneys to take most serious injury cases. Here's what that looks like for workers.

This initiative applies to **every motor vehicle accident in California** — truck crashes, delivery collisions, work vehicles, robotaxis, and more. Not just rideshare.



Truck Driver's Rig Has a Defective Part

A trucker's brakes fail due to a manufacturer defect. The rig rolls over. Spinal injury — needs surgery and months of rehab.

TODAY

An attorney takes the case on contingency, sues the manufacturer, and recovers full medical costs, lost wages, and damages. The driver heals and returns to work.

UNDER UBER'S MEASURE

Medical liens exceed the 25% cap before any attorney fee. **No lawyer can legally take the case. The driver negotiates alone against the manufacturer's legal team — and loses.**



Delivery Driver Rear-Ended on the Job

A delivery driver is rear-ended at a red light. Herniated discs. Needs MRI, surgery, and months off work.

TODAY

An attorney secures a settlement covering medical bills and lost wages. The driver takes time off to recover, returns to work whole.

UNDER UBER'S MEASURE

No attorney can take the case. The at-fault driver's insurer offers a lowball settlement. **The worker can't afford time off to heal — goes back too soon, or doesn't go back at all.**



Worker Hit by a Robotaxi

A construction worker crossing a street is struck by an autonomous vehicle that failed to detect a pedestrian. Year-long recovery.

TODAY

An attorney sues the AV company for a defective driving system. Full medical costs, lost wages, and pain and suffering are recoverable.

UNDER UBER'S MEASURE

The initiative caps medical recovery and blocks attorneys from taking the case. **The AV company walks away — the worker bears the cost of a year without income.**

(Continued on next page.)



Union Worker Injured in a Company Vehicle

A union member driving a company truck is hit by a negligent driver. Needs MRI, surgery, and months of physical therapy.

TODAY

An attorney recovers damages from the at-fault driver. The union health plan is reimbursed. Lost wages are covered. Costs stay with the person who caused the crash.

UNDER UBER'S MEASURE

No attorney can take the case. The insurer pays a fraction. **The union health plan absorbs the cost — driving up premiums for every member, not just the one who got hurt.**

The Ripple Effect: Every Worker Pays

HEALTH PLAN COSTS RISE

Unrecovered accident claims land on union health plans, increasing premiums for every covered worker — not just the injured one.

BENEFITS GET SQUEEZED

Rising costs force unions to reduce benefits or raise member contributions — eroding protections won at the bargaining table.

EVERY WORKER IS EXPOSED

Union or not, every California worker who drives for a living — truckers, delivery drivers, contractors — loses the ability to get a lawyer and fight for fair compensation after a serious injury.



Uber's initiative shifts costs from the corporations that cause harm onto working families and health plans — union members and non-union workers alike — while Uber's own lawyers face zero restrictions.

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