



Experts in the New Economy Workforce

Brown Bag Lunch & Learn
September 3rd, 2019

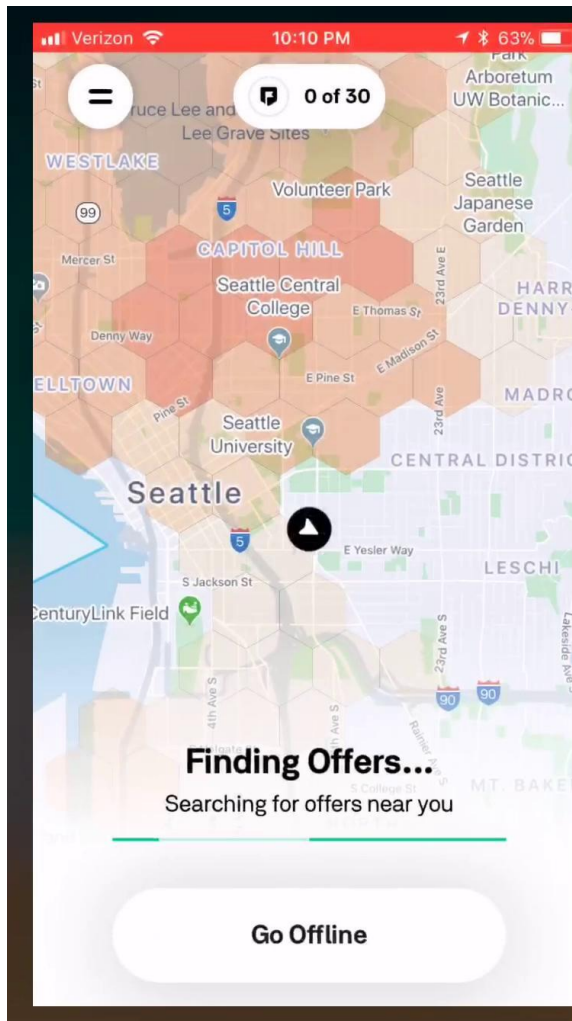


Councilmember Teresa Mosqueda

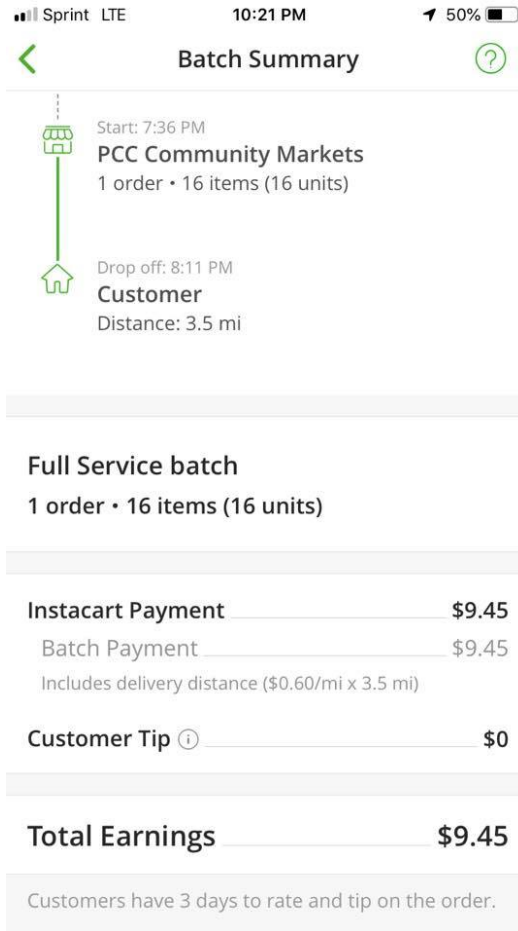
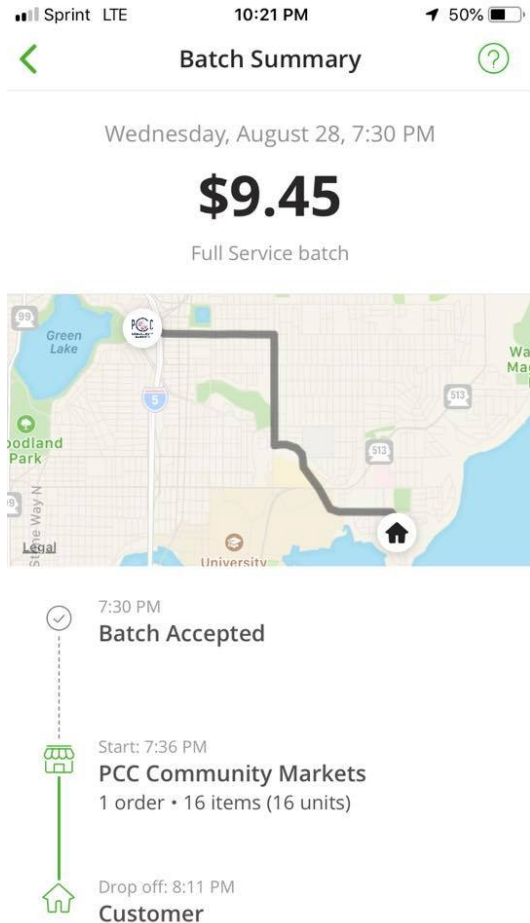
Seattle City Councilmember, Citywide

Chair of the Housing, Health, Energy and
Workers Rights Committee

Accepting a job on Postmates



Instacart Pay Summary Screenshot



- GROSS PAY: \$9.45**
- Mileage expense: \$3.19**
- 5.5 miles total (2 mi to store + 3.5 mi to customer)
 - 5.5 * \$0.58 (expense per mile) = **\$3.19**

- Pay after basic expenses: \$5.78**
- \$9.45 gross - \$3.19 = \$6.26
 - \$6.26 * 0.9235 (accounting for 7.65% payroll taxes) = **\$5.78**

- Time: 41 minutes**
- 6 minutes driving to store
 - 35 minutes shopping & driving from store to customer

HOURLY PAY: \$8.46/hr

Postmates Pay Summary Screenshot



Go Online

06/03/19 - 06/09/19 Weekly Summary

These numbers include deliveries completed last Monday through this past Sunday:

Total Weekly Earnings	\$283.39
Total Completed Deliveries	37
Total Settled Tips	\$80.48
Total Weekly Mileage	195.33 mi.

GROSS PAY: \$202.91

\$80.48 of the “total weekly earnings” is actually tips

$\$283.39 - \$80.48 = \$202.91$ gross pay

Mileage expense: \$113.29

- 195.33 miles total
- $195.33 * \$0.58/\text{mile} = \113.29

Pay after basic expenses: \$82.76

- $\$202.91$ gross - $\$113.29$ mileage = $\$89.62$
- $\$89.62 * 0.9235$ (accounting for payroll taxes) = $\$82.76$

Time:

- 22 hours worked

HOURLY PAY: \$3.76/hr

You Receive

Base Fare	\$1.06
Distance (1.51 mi × \$1.1100/mi)	\$1.68
Time (12.80 min × \$0.1875/min)	\$2.40
Total	\$5.14

Your earnings are always calculated the same way. On every trip you provide, you earn your base fare, plus time and/or distance rates for the length of the trip, plus applicable tolls, fees, surge/Boost, and promotions. To see your rates anytime, see Fares in the menu.

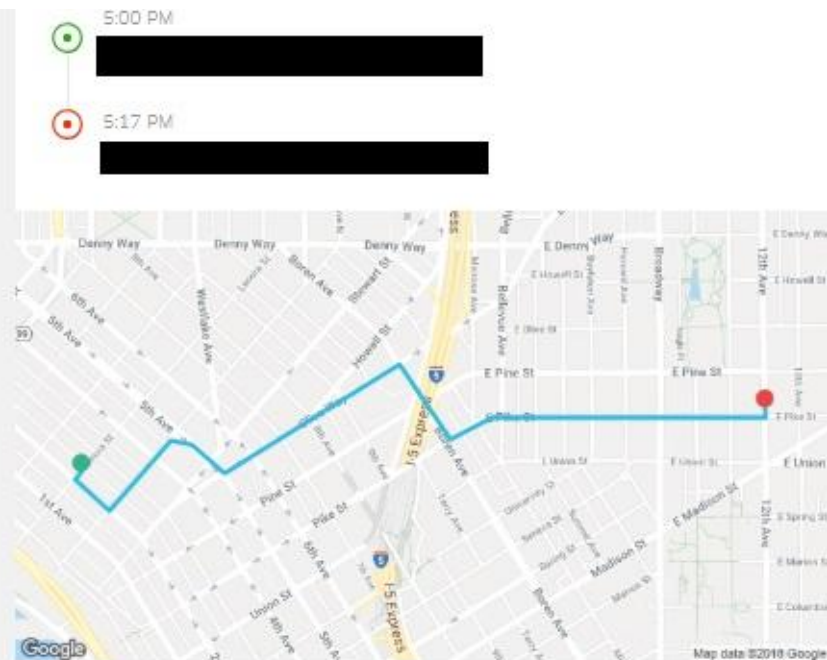
Rider Pays

Rider Price	\$10.81
Rider Payment	\$10.81

Includes any booking fees, pass-through fees, contributions, and reimbursable costs such as tolls paid by the rider.

Uber Receives

Service Fee	\$3.48
Booking Fee	\$1.95
Total	\$5.43



Duration
12min 48sec

Distance
1.51 mi

Requested Vehicle
UberX

License Plate
[REDACTED]

Trip ID

You Receive

Base Fare	\$1.06
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Time (12.80 min × \$0.1875/min)	\$2.40

Total **\$5.14**

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Rider Pays

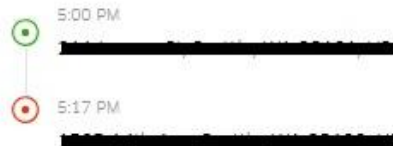
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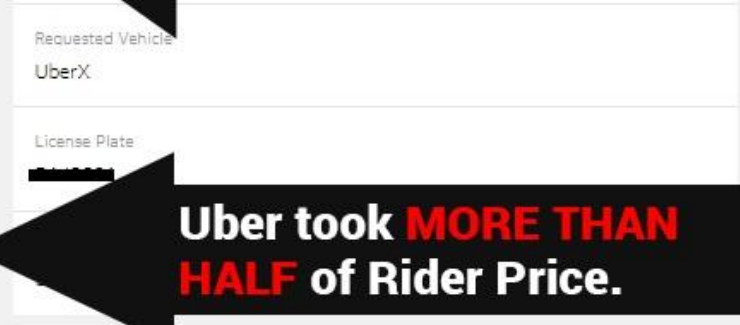
Negative numbers represent an amount paid for by Uber and related entities. Does not include weekly promotions.



Driver was paid **LESS THAN HALF** of Rider Price



Uber charged rider **158% SURGE PRICE** without increasing driver pay



Uber took **MORE THAN HALF** of Rider Price.

ALGORITHMIC MANAGEMENT AND CHALLENGES FOR WORKERS

- Surveillance and control: Technology-enabled surveillance can generate new speed and efficiency pressures for workers and may lock workers out from important aspects of decision making, such as being able to use personal discretion
- Transparency: Algorithmic management can create power imbalances that may be difficult to challenge without access to how these systems work as well as the resources and expertise to adequately assess them.
- Bias and discrimination: If used to make decisions about workers, tools like consumer-sourced rating systems can introduce biased and discriminatory practices towards workers.
- Accountability: Algorithmic management can be used to distance companies from the effects of their business decisions, obscuring specific decisions made about how a system should function.

ALGORITHMIC MANAGEMENT

- Algorithmic management can describe systems of varying degrees of complexity, but they typically include:
- Prolific data collection and surveillance of workers through technology;
- Real-time responsiveness to data that informs management decisions;
- Automated or semi-automated decision-making
- Transfer of performance evaluations to rating systems or other metrics;
- The use of “nudges” and penalties to indirectly incentivize worker behaviors