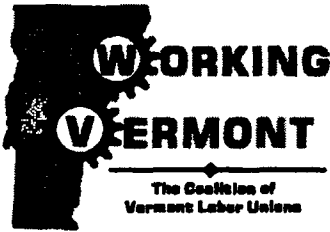


Nicholas  
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June 10, 2015

The Honorable Miro Weinberger  
City of Burlington  
Room 34, City Hall  
Burlington, VT 05401

Dear Mayor Weinberger,

We are writing on behalf of a statewide coalition of labor unions concerned about the agreement the City of Burlington has proposed to sign with Uber that will allow it to operate in Burlington. Looking at Uber's position on important labor issues, our concern centers around Uber's commitment to follow Vermont's labor laws and in its treatment of its employees.

In particular we are troubled by Uber's misclassification of employees as independent contractors. Uber is a \$50 billion company. Despite its tremendous resources its continued refusal, in Vermont and across the country, to properly classify its workers as employees is a decision based on financial interest alone. Uber's actions vis-à-vis its employees gut important protections for workers, including providing unemployment insurance and workers compensation, and deprives the State of tax revenue to which it is entitled to receive.

In discussions with the Vermont Department of Labor, we are aware that they have raised concerns about Uber's classification of workers as it would apply under Vermont's statutory provisions for unemployment insurance, workers compensation, and wage and hour. In Paragraph Seventeen of the proposed agreement having to do with non-discrimination, the City does require Uber to comply with all applicable Federal, State, and local laws; however, this paragraph could be read narrowly to include just non-discrimination laws. We request, therefore, the City be more explicit and require Uber to comply with all Federal, State, and local laws, including all Vermont labor laws. This action would help bolster the City's support of the rights of Uber drivers and make it clear that if Uber is going to operate in Burlington it must do so in full compliance with Vermont laws.

We also note that in Paragraph Six of the agreement the City specifically, and rightly, requires liability insurance to protect the rider in an Uber car. The City of Burlington goes to great length to mandate liability insurance for the protection of riders. We are asking the City to commit to the same effort to also protect Uber's Burlington drivers by mandating unemployment insurance and workers compensation.

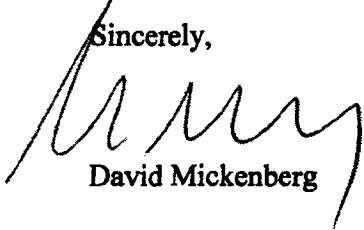
Uber may provide an important service to Burlington residents and tourists. As we welcome this company into our City and State, we think it's imperative to make clear to Uber that compliance

**Vermont-NEA, Vermont State Employees' Association, Professional Firefighters of Vermont, International Brotherhood of Teamsters, Vermont Troopers Association, American Federation of Teachers United Nurses and Allied Professions, Vermont Building & Construction Trades, American Federation of State, County and Municipal Employees, United Association of Plumbers, Fitters, Welders and HVAC Service Techs, Vermont State Labor Council — AFL-CIO**

with all laws is mandatory and that we expect them, likely all responsible businesses, to respect the Vermont value of protecting the rights of workers.

We would be happy to sit down with you to discuss this matter in more detail and encourage you to work with the City Council to revise your proposed tentative agreement to explicitly require Uber comply with Vermont employment laws as we've outlined herein.

Sincerely,



David Mickenberg



Rebecca Ramos

On behalf of Working Vermont

CC: Commissioner Annie Noonan, Vermont Department of Labor  
Burlington City Council President, Jane Knodell

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