



NOTICE TO RIDESHARE DRIVERS

**UNDER M.G.L. CHAPTER 150F
FROM THE MASSACHUSETTS DEPARTMENT OF LABOR RELATIONS
AN AGENCY OF THE COMMONWEALTH OF MASSACHUSETTS**

M.G.L. c. 150F (the Law) guarantees the right of transportation network drivers (also known as rideshare drivers) to organize a drivers' union to bargain collectively with transportation network/rideshare companies.

Under Sections 3 and 4 of the Law, you have the right to the following, free of interference, restraint or coercion,

- Form or join a union with other drivers to negotiate with rideshare companies that you drive for.
- Collectively bargain through your union with rideshare companies about the terms and conditions of your work.
- Engage in activities with other drivers for the purpose of mutual aid or protection.
- File an unfair work practice charge against any company for which you drive for discriminating against you on the basis of union activity or interfering with any of your rights under the Law.

Under Section 4(A) of the Law, it is ILLEGAL for any rideshare company that you drive for to:

- Interfere with your right to join (or not join) a union.
- Discourage or encourage membership in a drivers' union by discriminating against you or threatening to discriminate against you with regard to wages, hours, benefits, or other conditions of work, including but not limited to deactivating you from the rideshare company's platform because you support a union or exercise your rights under the Law.
- Refuse to negotiate in good faith with a certified or recognized drivers' union.
- Spy on or surveil your activities as you exercise your rights under the Law.
- Promise or grant promotions, pay raises, or other benefits to discourage or encourage union support.
- Deactivate you or otherwise discriminate against you because you have filed an unfair work practice charge or given any information or testimony to the Department of Labor Relations.

Under Section 4(B) of the Law, it is ILLEGAL for a drivers' union to:

- Interfere with your right to join (or not to join) a union.
- Fail to fulfill its duty of fair representation to drivers where they are the collective bargaining representative.
- Take adverse action against you based on whether you join or support the union.

Any drivers' union certified by the Department as the exclusive bargaining representative is required to bargain in good faith to reach an agreement on the terms and conditions of your work.

IF YOU BELIEVE YOUR RIGHTS HAVE BEEN VIOLATED, you can file an unfair work practice charge against any rideshare company that you drive for OR your union under Section 4C of the Law. You must file your charge with the Department of Labor Relations (DLR) within 6 months of the violation. Forms to file a charge can be found on the DLR's website below.

Department of Labor Relations

Lafayette City Center, 2 Avenue de Lafayette, Boston, MA 02111
(617) 626-7132 | <https://www.mass.gov/info-details/rideshare-unionization>

If you have any questions or would like to file an unfair work practice charge, you may reach the DLR by email at efiledlr@mass.gov