

TENTATIVE AGREEMENT SUMMARY

The last 8 months of bargaining represents a truly historic step. What we are presenting is the first agreement of its kind, not only in Canada, but anywhere in the world. Because of that, a great deal of thought and care went into how we could achieve real, tangible gains for Uber drivers. Thanks to your organizing efforts and engagement throughout negotiations, we were able to make meaningful gains on key issues affecting rideshare drivers: from addressing unfair account deactivations to improving health and safety protections.

From the very beginning, we considered all of the drivers in Greater Victoria. That includes everyone from those who log on occasionally, to those who complete thousands of rides a year and rely on this work as their primary income. Our goal was to ensure that this agreement reflects and supports an entire range of experiences.

Throughout this process, we listened closely to what you told us matters most. Across surveys and conversations, representation and having a real voice on the job consistently ranked among the top priorities. Drivers made it clear that meaningful input, fairness, and accountability are essential, and we took that seriously at every step.

Achieving stronger representation and establishing a foundation for workers to have a voice were at the forefront of our efforts throughout negotiations. This agreement is built with that principle in mind: that platform workers deserve not just improved conditions, but a seat at the table when decisions are made.

This agreement reflects the priorities raised by drivers in Victoria and we believe it delivers real, meaningful gains. This is why the entire Uber Bargaining Committee is unanimously supporting this tentative agreement. The next step is to make sure you have all the information you need as we get ready to vote. We encourage you to review this summary closely, and visit the uber bargaining website so you can get answers to your questions before the ratification vote. Voting will begin in-person in Victoria on Monday, April 27th from 8am to 10pm and Tuesday, April 28th from 9am to 1pm.

In solidarity,

Your Uber Bargaining Committee

Bargaining Wins

- ✓ \$250 Signing Bonus
- ✓ Quarterly Bonuses
- ✓ Time-Bound Process to Resolve Disputes
- ✓ Face-to-Face Representation & Accountability

Contents

- Page 2-3** Tentative agreement highlights
- Page 4** Voting information

Uber Drivers on the Bargaining Committee

- Louise De Lugt
- Alexandre Smale
- Amninder Singh
- Ashley Erickson
- Gilberto Talero Almanza



Your Bargaining Committee

Ratification highlights – What am I voting on?



Drivers who have completed a minimum of 50 trips since July 1, 2025 will receive a **\$250 signing bonus**.



Uber drivers in the PTB Region 2 will be rewarded with **quarterly bonuses**, starting Sept 1, 2026.



Uber drivers will benefit from a **yearly 5%** increase in wait time fees, cancellation fees, and out-of-region fees.



Drivers will have access to a **formal dispute resolution process with time limits** within the app.



Drivers will be able to **dispute star ratings** if they impact the ability to work or receive benefits



Drivers will get **face-to-face representation by professional labour representatives** advocating for fair treatment.



Drivers can access a **\$500 Wellness Fund for sick time or extended benefits** like dental and eye care.



A new **Health & Safety Committee** will be established to improve safety conditions and address safety concerns.



Uber drivers will gain **access to lobby the BC Government** for the interests of rideshare drivers in BC.

Driver Engagement Quarterly Bonuses Qualification

	2026	2027	2027
Number of Trips	Quarterly Bonus, (x2 this year)	Quarterly Bonus, (x4 per year)	Yearly Total from Bonuses
751+	\$600	\$612	\$2448
501-750	\$425	\$434	\$1736
251-500	\$250	\$255	\$1020
150-250	\$75	\$77	\$308

	2028	2028	2029	2029
Number of Trips	Quarterly Bonus, (x4 per year)	Yearly Total from Bonuses	Quarterly Bonus, (x4 per year)	Yearly Total from Bonuses
751+	\$624	\$2496	\$636	\$2544
501-750	\$442	\$1768	\$451	\$1804
251-500	\$260	\$1040	\$265	\$1060
150-250	\$79	\$316	\$81	\$324

What's in the agreement?

\$250 Signing Bonus

- If the contract ratifies, all drivers who have completed a minimum of 50 trips since July 1, 2025, will receive a **\$250 signing bonus**, paid out shortly after ratification.

Bonuses of up to \$2,544 a year

- Uber drivers who live in PTB Region 2 will be rewarded with **quarterly bonuses, commencing Sept 1, 2026**. Bonuses will be awarded based on driver engagement (completed trips and cancellation rates), resetting each quarter.
- In a single quarter, drivers will be able to earn **between \$75 to up to \$600 in bonuses**(in year 1). You can see the full breakdown of how drivers will qualify for this bonus in page 2.
- Bonuses will increase each year**, as all financial components of the agreement include built-in annual increases.

Up to \$500 for Wellness

- Uber drivers in Victoria will gain access to a **Wellness Fund that drivers can use to access a monetary benefit for sick time or extended benefits costs** like dental and eye care. Drivers will be able to access **up to \$500 per year** from that fund.
- Uber will be contributing \$0.10 per ride ongoing into the Wellness Fund to ensure its ongoing viability.

20% Fee Increases

- Unionized Uber drivers will benefit from a **yearly 5% increase** (20% over the term of the agreement) for fees such as:
 - Wait time fees
 - Cancellation fees
 - Out-of-region fees
- The increase will continue yearly on the ratification date of each subsequent year.

Time-Bound Process to Resolve Disputes

- Unionized drivers will have access to a **formal dispute resolution process within the app to raise**

and address concerns (to be resolved within mandatory time limits). You will be able to dispute issues such as:

- Star ratings and cancellation rates that impact your ability to perform work or access driver perks
- Deactivations and account suspensions
- Health & safety related issues
- Payment and pay transparency issues
- If the in-app resolution process does not resolve the issue, the formal process (the grievance procedure) will be invoked and will have **mandated time limits** for Uber to respond. If disputes are not resolved during the time limit, they will proceed to arbitration (a formal binding dispute-resolution process conducted by an Arbitrator in accordance with the BC Labour Relations Code).

Face-to-Face Representation & Accountability

- Uber Drivers in Victoria will gain access to collective **representation by professional labour representatives** who will advocate for your fair treatment and provide you with **individualized support** to address issues.
- Your new contract, also known as a Collective Agreement will be a **legally enforceable** document that keeps Uber accountable – all while maintaining your flexibility as a dependent contractor.

A Voice In Your Working Conditions

- Moving forward, your union will also facilitate regular meetings between the Union and Uber to discuss day-to-day issues faced by drivers and to improve communication. These are known as **Joint Labour Management (JLM) meetings** which you can be elected to serve on the committee and ensure the drivers voices are heard.

Driver Health & Safety

- Your union will also establish a new **Health & Safety Committee**. This joint Union-Employer committee will meet regularly to identify, monitor, and improve safety conditions, as well as address safety concerns with Uber.
- You can also choose to run for election to this

committee to represent drivers, and receive ongoing training and support from the union to address safety and PTB concerns.

Access to Political Representation in BC

- As members of UFCW 1518, Uber Drivers in Victoria will gain **access to lobby the BC Government** for the interests of rideshare drivers in British Columbia.

ing between Uber drivers who are union members and the Ministers of Labour and Transportation in May of 2026.

- UFCW 1518 will be hosting the first lobbying meeting between Uber drivers who are union members and the Ministers of Labour and Transportation in May of 2026.

Voting on your tentative agreement

We will be holding a ratification vote in-person in Victoria on **Monday, April 27th from 8am to 10pm and Tuesday, April 28th from 9am to 1pm.**

On the day of the vote, you will have the opportunity to review the full tentative agreement before casting your ballot. Members of your bargaining committee will be present to walk you through the details and answer any questions you may have, so you can make an informed decision.



Scan the QR code for more details

🕒 Voting will take place on
Monday, April 27th
8am to 10pm &
Tuesday, April 28th
9am to 1pm

📍 Location
Sandman Inn located on
2852 Douglas St, Victoria,
BC V8T 4M5

Questions about your tentative agreement?

Visit our ratification website

At ufcw1518.com/uber you can find answers to frequently ask questions and other relevant ratification materials.

Email us with your Inquiry at

uber@ufcw1518.com