

DEPARTMENT OF INDUSTRIAL RELATIONS  
Division of Labor Standards Enforcement  
1515 Clay Street, Ste. 1302  
Oakland, CA 94612  
Tel: (510) 622-3273



August 5, 2020

**Re: (1) Labor Commissioner to Sue Uber and Lyft for Labor Code Violations against All of Their California Drivers  
(2) Pending Administrative Claims Have Therefore Been Dismissed**

Dear Claimant:

I am writing to let you know that the California State Labor Commissioner intends to file lawsuits against Uber and Lyft under the Labor Commissioner's authority to enforce California's labor laws. By filing the lawsuits, the Labor Commissioner will be asking the court to order Uber and Lyft to stop misclassifying their drivers as independent contractors and to provide all drivers with the protections available to employees under the Labor Code.

The lawsuits will also seek recovery of unpaid wages and other amounts due to all of Uber and Lyft's California drivers. These include unpaid minimum wages for all hours worked, rest period wages, unpaid overtime wages, liquidated damages due for minimum wage violations, itemized wage statement violations, paid sick leave violations, penalties for failure to pay all wages due during employment and at separation of employment, and reimbursement of business expenses. The Labor Commissioner is the plaintiff in these lawsuits, proceeding under her independent legal authority to enforce these above-mentioned Labor Code protections on behalf of the State of California.

**As the lawsuits eliminate the need for each claim filed by every Uber and Lyft driver to go through the administrative hearing process as provided by Labor Code section 98(a), the Labor Commissioner has exercised her right under Labor Code section 98(a) to decline to proceed with administrative complaint(s) filed with the Labor Commissioner against Uber and/or Lyft on any date after December 31, 2019. Your administrative wage complaint(s) against Uber and/or Lyft have therefore been dismissed.**

Please note that the Labor Commissioner is not proceeding as a representative or attorney for you or for any other drivers in this litigation. However, any amounts recovered by the Labor Commissioner in these lawsuits for unpaid wages and other amounts due to drivers, including liquidated damages, statutory penalties, and reimbursement of business expenses will be distributed to the employees who are owed these amounts, as is the Labor Commissioner's responsibility under state law. If necessary, our office will contact you during the court proceedings. Updates about the status of the lawsuits filed by the Labor Commissioner against Uber and Lyft may be found at: <https://www.dir.ca.gov/dlse/Lawsuits-Uber-Lyft.html>

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Thank you for providing us with the information contained in your complaint(s) concerning this matter.

Sincerely,

A handwritten signature in black ink, appearing to be 'Carlos Torres', with a stylized flourish at the end.

Carlos Torres  
Assistant Chief, Wage Claim Adjudication Unit