

In Re Public Hearing NYC - Taxi & Limousine Commission
February 5, 2025

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NEW YORK CITY
TAXI & LIMOUSINE COMMISSION
PUBLIC HEARING
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February 5, 2025
10:02 a.m.

Held Remotely
via Zoom

B E F O R E:
SHERRYL ELUTO, General Counsel

Board of Commissioners:
CHAIR DAVID DO
THOMAS SORRENTINO
SARAH KAUFMAN
KENNETH CHAN
PAUL BADER
ELISA VELAZQUEZ

Julia M. Speros
Court Reporter

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S P E A K E R S:

Bhairavi Desai, NYTWA

Andrew Greenblatt, IDG

Jerry Golden, Lyft

Josh Gold, Uber

James Parrott, The New School

Zubin Soleimany, NYTWA

Alli Langley, NYTWA

Michele Dottin, IDG

Leuys Taveras

Carmen Cruz

Freddy Cevallos

Silvestre Cofresi

Jasleen Villamil

Mohamed Mohamed

Bikash Khanal

Jorge Mejia

Ishtiaq Ahmed

Daouda Diaby Gassama

David Obeissant

Amonfo Acebu

Ushyed Ahmed

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S P E A K E R S C O N T I N U E D :

- Osiris Vasquez
- Blerim Skoro
- Yadab Poudel
- Jose Lebron
- Golam Mahbub
- Anwar Malik
- Amdadul Haque
- Shodi Halimzoda
- Kevin Littles
- Saif Aizah
- Ibrahim Zoure
- Frank Cabral
- Nizamuddin
- Jeremy Moskowitz, Voyager Global Mobility
- Jose Carrasco

P R E S E N T E R S :

- Russell Glynn, Director of Policy Research

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PROCEEDINGS

MODERATOR: Good morning. Today's Public Hearing is about to begin.

This hearing is being conducted remotely via Zoom and a live-stream will be available on the TLC's website.

All persons wishing to testify were asked to sign-up in advance of the hearing. All registered speakers are joining the meeting via Zoom. If you are speaking today, your audio and video were automatically muted.

When your name is called, the moderator will activate your account and you will have control of your camera and microphone. When ready, please state your name and affiliation, and then proceed with your testimony.

Public testimony will be limited to two minutes per speaker. When your testimony is complete, your audio and video will be muted by the moderator.

Any additional comments may be submitted in writing to the Commission for consideration by 5 p.m. today.

1 A special note for our registered
2 speakers:

3 Please ensure that your displayed
4 name in the Zoom meeting matches the
5 name that you used when you signed-up to
6 speak. This will enable the moderator
7 to confirm that you are present in the
8 meeting.

9 Closed captioning is available for
10 today's meeting. Consecutive
11 interpretation is also available.

12 During the sign-up process,
13 individuals were asked if they require
14 language assistance. A Spanish
15 interpreter has been made available.

16 If you are using an interpreter,
17 when your name is called, please speak
18 and the interpreter will repeat your
19 testimony in English.

20 Thank you for your attention.
21 Please hold until we are ready to begin.

22 We will repeat this message in
23 Spanish.

24 Spanish Interpreter, please go
25 ahead.

1 (Message repeated in Spanish.)

2 MODERATOR: Thank you, Spanish
3 Interpreter.

4 I will now yield the floor to our
5 Commissioner and Chair, David Do.

6 CHAIR DO: Good morning. The time
7 is now 10:06 and welcome to today's
8 public hearing on TLC's proposed rules
9 on high-volume for-hire service/minimum
10 driver pay.

11 I'm Commissioner David Do and I'm
12 joined by Commissioner Sorrentino,
13 Velazquez, Chan, Bader, Kaufman, and
14 Mitchell. We're here today to have a
15 robust public discussion about our
16 proposed amendments to our minimum pay
17 rules for high-volume for-hire services.

18 Our licensees have been waiting a
19 long time for this and I'd like to thank
20 them all for their patience and
21 perseverance.

22 The access restrictions Uber and
23 Lyft imposed on licensees last year were
24 harmful, unnecessary, and unacceptable.
25 We saw the companies locking out drivers

1 in the middle of their shifts with no
2 idea when they would be allowed to work
3 again. We saw reports of drivers being
4 told to drive to busier areas, even
5 areas when surge pricing was happening,
6 only to still be denied access.

7 We saw drivers and their families
8 suffering, unsure of when they would be
9 able to work again, uncertain if they
10 would be able to pay their bills.

11 In New York City, where most drivers
12 don't need to own a car, 70 percent of
13 our high-volume drivers work full-time
14 and they're the best drivers in the
15 country. For most, it's their regular
16 job. Imagine being told to come to
17 work, then only being told that you
18 can't work, but we won't even pay you
19 for showing up.

20 The app companies blame the lockouts
21 on TLC regulations, but let me be clear:

22 Nothing in our rules requires the
23 app companies to restrict access for our
24 drivers. This was their choice, as it
25 was their choice to flood the market

1 with more drivers than they ultimately
2 were willing to pay.

3 Our minimum pay rules were designed
4 to dis-incentivize excessive
5 on-boarding, but, unfortunately, that
6 didn't work. They found a loophole and
7 drivers suffered.

8 A big part of why we're here today
9 is to tighten-up that loophole and
10 improve our protections for drivers.

11 We want to make it clear for them to
12 look -- for them to lock you out and
13 take away more incentives for them to do
14 it, and if in the future they insist on
15 putting hard working drivers through
16 this again, at the very least, we want
17 them to give you notice and we want them
18 to let you work your full shift. But we
19 certainly don't think it needs to come
20 to that.

21 I'd also like to thank my team here
22 at the TLC, Dr. James Parrott and the
23 City's Law Department, and last but not
24 least, the driver advocates for all
25 their hard work on driver pay in recent

1 months.

2 We have had a lot of good ideas and
3 we want the same thing; no more
4 lockouts. They are bad for drivers.
5 They are bad for their families, bad for
6 the industry, and bad for New York City.

7 One of the people here at TLC who
8 has probably spent more time than most
9 studying our options when it comes to
10 limiting, and hopefully eliminating
11 lockouts and ensuring driver pay keeps
12 up with expenses, is our Director of
13 Policy Research, Russell Glynn.

14 I'll now hand it over to Russell to
15 walk everyone through their presentation
16 on our proposal.

17 Russell.

18 MR. GLYNN: Thanks, Commissioner.

19 I'm just gonna pull up the
20 presentation here.

21 (Screen shared.)

22 MR. GLYNN: Can Everyone see that --
23 yes -- great.

24 So, good morning, everyone. I'm
25 Russell Glynn. I'm Director of Policy

1 Research here at TLC and I'm going to
2 provide a brief overview of the proposed
3 amendments to TLC's driver pay rules for
4 high-volume drivers.

5 So, I'll start by providing a
6 summary on the history of the rules and
7 their structure, then I'll discuss the
8 upcoming 2025 inflation increase and its
9 relationship to changes in the per mile
10 component of the pay formula before
11 shifting gears and talking about some of
12 the more substantive changes the rules
13 propose to utilization rates and new
14 measures to govern driver lockouts.

15 So, TLC's rules governing minimum
16 pay for high-volume drivers were
17 implemented in 2019 and followed City
18 Council legislation and a TLC
19 commissioned independent study of
20 earnings in the high-volume sector.
21 That study found that 85 percent of
22 high-volume drivers were making less
23 than the minimum wage. So, this was, of
24 course, a critical concern to TLC.

25 Based on this study, TLC developed a

1 model that established a minimum per
2 trip payment for drivers dispatched by
3 high-volume companies, which currently
4 include Lyft and Uber, and this minimum
5 payment is based on trip time and trip
6 distance, and then scaled so that
7 compensation from a single trip can
8 account for a driver's total working
9 time, and the way we scale that is using
10 the utilization rate.

11 And so those per trip payments are
12 scaled, again, based on the proportion
13 of time drivers spend actively on trips.

14 So, that structure has been in place
15 since 2019. TLC has increased the
16 minimum pay rates five times since 2019
17 to account for increased costs based on
18 provisions in the rules that allow for
19 annual inflation adjustments.

20 So, as I said, there are provisions
21 in the rules to ensure that driver pay
22 in the high-volume sector tracks
23 inflation. Something I want everyone to
24 keep in mind is that separate from
25 today's rule proposal, but related to

1 some of the figures I'll talk about in a
2 second, under existing rules, TLC
3 analyzes inflation and adjusts the
4 minimum pay standard every March to
5 account for regional inflation as
6 measured by the CPI, which is the
7 consumer price index in the New York
8 metro area, and so TLC will be
9 implementing an inflation increase in
10 March of this year of 3.92 percent.

11 And again, that's based on last
12 year's inflation figures, so something,
13 again, to keep in mind with the figures
14 related to pay that we'll talk about
15 moving forward.

16 So, yes, as I said, you know, we
17 have these annual inflation adjustments,
18 but now I'm going to talk about some of
19 the problems related to driver pay TLC
20 hopes to address through the proposed
21 amendments.

22 One problem relates to expenses.
23 So, amid changes to driver costs over
24 the last five years, while we have,
25 again, implemented those general

1 inflation adjustments, TLC has not
2 systematically re-evaluated the
3 underlying expense model -- and what
4 that means is the underlying composition
5 of driver expenses -- not just the
6 amounts, but also the share that one
7 expense, you know, contributes to the
8 cost drivers pay versus others -- and we
9 wanted to see if our inflation
10 adjustments were accurately reflecting
11 shifts in driver expenses, generally,
12 especially given our suspicion.

13 You know, with all the changes in
14 the industry over the last five years,
15 such as the increase in electric
16 vehicles, and accessible vehicles, we
17 wanted to see whether those inflation
18 adjustments are in-line with driver
19 expenses today.

20 And so to do that, TLC commissioned
21 an independent study of driver expenses
22 to get a more detailed accounting of
23 current costs faced by drivers. That
24 study combined a robust driver survey
25 with an analysis of TLC and other public

1 data, and it was important that the
2 study include a survey so that drivers
3 could provide input directly.

4 This helps us get very granular data
5 on the costs faced by, you know, drivers
6 of for-hire vehicles in New York City.
7 You know, it's difficult to find public
8 data that is capturing costs for such a
9 specific group, so we relied on the
10 survey -- the study relies on a survey,
11 but it also validates those results
12 using public data, you know, such as
13 advertised insurance premiums or data on
14 gas prices where possible.

15 And so through that analysis, the
16 study arrived at a new per mile,
17 non-wave rate of just over 80 cents per
18 mile -- 87 cents -- excuse me -- per
19 mile, which reflects an increase of
20 about 10 percent compared to the current
21 rate.

22 So, in addition to driver expenses,
23 some of the other substantial problems
24 with the pay formula that this -- these
25 amendments seek to address relate to

1 utilization rates.

2 So, under the current rules, TLC
3 assesses utilization -- again, the share
4 of time drivers are actively on trip --
5 assesses that rate and adjusts it
6 annually. And based on that assessment,
7 so long as the annual average rate for
8 the entire industry -- the entire
9 high-volume industry is at least 53
10 percent, the industry is credited with a
11 58 percent utilization rate -- meaning
12 that they can use 58 use in the pay
13 formula when determining, you know, what
14 is required minimum payment per trip.

15 This approach with that 53 percent
16 minimum at 58 percent applied rate was
17 intended to provide flexibility to the
18 company so that, you know, we could
19 avoid lockouts and give them, again,
20 flexibility over the course of the year
21 as utilization rate may vary.

22 The problem now, due to the
23 company's failure to keep drivers busy,
24 is that that 58 percent applied rate no
25 longer reflects actual driver

1 utilization, and so the companies have
2 chosen to impose lockouts, using this
3 flexibility and taking advantage of it
4 to pay drivers less.

5 So, the amendments we're talking
6 about today set new utilization rates
7 based on time -- as we typically have --
8 and a new distance-based utilization
9 rate to account for both recent trends
10 in utilization generally -- so, seeing
11 that drivers are less busy than the 58
12 percent that we have typically
13 applied -- but also accounting for new
14 data that allows TLC to estimate
15 distance traveled by high-volume
16 for-hire vehicles.

17 And so with this change, with the
18 incorporation of the distance based
19 utilization rate, we can scale trip
20 miles to capture all miles driven in a
21 way that we, you know, similarly scale
22 driver time.

23 So, based on an analysis of trip
24 data and on, you know, the driving
25 patterns of TLC drivers on high-volume

1 trips from between May 2023 to April
2 2024 -- that was the period we sampled
3 to arrive at these new UR numbers -- we
4 are proposing a 53.5 percent utilization
5 rate for time and a 68.5 percent
6 utilization rate for distance.

7 And I'll just say that the reason
8 the analysis focused on the year from
9 May 2023 to April 2024 is that this
10 reflects, you know, trip demand and
11 driver behavior pre-lockouts, and so
12 before the companies began manipulating
13 the utilization data using lockouts.

14 So, in addition to these changes to
15 utilization, and the incorporation of a
16 distance-based utilization rate, we're
17 also proposing that utilization rates no
18 longer be re-calculated on an annual
19 basis, but instead be monitored and
20 adjusted as needed.

21 COMMISSIONER BADER: Can I ask a
22 question now -- make it clarified?

23 MR. GLYNN: Sure.

24 COMMISSIONER BADER: Right now,
25 according to this slide, they get credit

1 for 58, but they're only having to hit
2 53.

3 MR. GLYNN: That's right.

4 COMMISSIONER BADER: One utilization
5 rate for both time and distance?

6 MR. GLYNN: Yeah, so under the
7 current rules, there is one utilization
8 for time and distance, and right now
9 that applied utilization rate is 58
10 percent so long as the annual industry
11 wide average is at least 53.

12 COMMISSIONER BADER: And what -- so,
13 what -- like, we're changing it -- we're
14 only changing one part -- because the
15 53.3 proposed is not really any
16 different?

17 MR. GLYNN: We are changing so that
18 we are removing the 58 percent applied
19 and instead will apply the 53.3 percent
20 time-based utilization, which is based
21 on that analysis of data from May 2023
22 to April 2024.

23 COMMISSIONER BADER: But we're not
24 changing the time utilization rate;
25 we're only changing the distance?

1 MR. GLYNN: We are changing the --

2 CHAIR DO: Just to clarify that,
3 53.3 percent is the actual utilization
4 between the period of May 2023 and April
5 2025 --

6 COMMISSIONER BADER: Right.

7 CHAIR DO: -- unrelated to the
8 current utilization at 53 percent.

9 COMMISSIONER BADER: Okay. But
10 that's -- that's what I'm trying to wrap
11 my head around.

12 CHAIR DO: Yeah -- so, this is --

13 COMMISSIONER CHAN: I have a
14 follow-up question.

15 Is -- are there particular reasons
16 that we don't want to raise the 53.3
17 percent time-based utilization rate?

18 COMMISSIONER BADER: Right -- right.

19 MR. GLYNN: So, we arrived at that
20 figure through an analysis of data from
21 before lockouts.

22 So, that is our best measure of
23 actual time based utilization, and, you
24 know -- yeah.

25 COMMISSIONER CHAN: We would assume

1 that if we increase -- or if the
2 companies are able to increase the
3 time-based utilization, then driver pay
4 would increase correspondingly, right?

5 MR. GLYNN: So, actually, driver
6 pay -- the minimum payment per trip goes
7 down as the utilization rate increases.

8 If you'll recall, it's trip miles
9 plus trip time divided by the rate,
10 which is a fraction. So, that makes the
11 number bigger, and so we're actually --
12 you know, by using 53.3, the actual
13 utilization rate, instead of that
14 applied 58 percent -- that will increase
15 driver pay to reflect actual
16 utilization.

17 CHAIR DO: In other words, the 53.3
18 UR is in the denominator of the formula.

19 MR. GLYNN: Right.

20 COMMISSIONER BADER: Okay. Well, if
21 that's the case, why we -- if
22 utilization -- by raising utilization
23 rate with decreasing driver pay, why do
24 we want to increase the distance-based
25 utilization rate?

1 MR. GLYNN: So, let me take a step
2 back.

3 We're -- right now 53 percent, the
4 structure is that companies are credited
5 with a 58 percent applied utilization
6 rate. That is -- that 58 percent
7 assumes drivers are busy 58 percent of
8 the time. That's in the denominator.

9 If we shift to the 53.3 percent,
10 which reflects the data analysis of how
11 busy drivers actually are, that
12 increases the minimum per trip payment.

13 COMMISSIONER BADER: Okay.

14 MR. GLYNN: The distance-based
15 utilization rate is new. We have not
16 included a distance-based utilization
17 rate previously.

18 We have used the time based
19 utilization rate to scale the entire
20 formula, but we are now proposing that
21 the per minute aspect of the formula be
22 scaled based on time and the per mile
23 aspect be scaled based on distance, so
24 it is consistent between the two.

25 COMMISSIONER BADER: But there's a

1 big difference in percentage, right,
2 so --

3 MR. GLYNN: That's right -- that's
4 right.

5 COMMISSIONER BADER: -- so what I'm
6 -- I think what Ken is trying to figure
7 out -- and I am too -- is if we -- if we
8 lower the utilization -- I'm sorry. If
9 we raise the utilization rate according
10 to your information, we decrease driver
11 pay.

12 MR. GLYNN: That's right.

13 COMMISSIONER BADER: If that's --
14 why do you want to raise the utilization
15 rate for distance if that's going to
16 result in lower driver pay?

17 CHAIR DO: So, this has been in best
18 practices across other jurisdictions.

19 This was not the genesis of the
20 original pay standard in 2018, and so
21 we're making sure that this goes with
22 what is recommended across all
23 academics, what is recommended by -- or
24 excuse me -- what best practices in
25 other jurisdictions have done, and they

1 have been going towards a distance-based
2 UR.

3 And why that makes a lot of sense --
4 right -- imagine if we use a distance
5 formula for a time -- with a time-based
6 utilization. It's comparing apples and
7 oranges.

8 While we've done it for six years,
9 it doesn't mean that we should continue
10 doing that into the future.

11 Russell, do you have more to add to
12 that?

13 MR. GLYNN: Yeah, maybe just one
14 thing I'll add is, if you consider -- I
15 mean, you're right, Commissioner Bader,
16 that 68.5 percent is new and it is
17 higher than the time-based utilization.

18 But that reflects, you know, what
19 you can imagine the typical driver's
20 behavior looks like. They are more
21 likely to maybe park and wait for a
22 trip, and then, you know, make their way
23 to pick a passenger up.

24 And so as a share of all miles they
25 travel while working, you might expect

1 that the trip miles is a higher
2 proportion of those miles because, you
3 know, they're incentivized to do less
4 driving while they're waiting to get a
5 trip.

6 COMMISSIONER BADER: What I'm trying
7 to get a handle on -- first of all, any
8 place like New York where there's a lot
9 of traffic, the time is in a way a more
10 important criteria than the distance.
11 So, that's -- goes across the board.

12 So, what I'm trying to get a handle
13 on is why we would want to create a
14 higher utilization rate based on
15 distance if that's going to result in
16 lower driver pay.

17 MR. GLYNN: We will continue to
18 scale the time-based component of the
19 formula based on that 53.3 percent.

20 But to what Commissioner Do had
21 said, like, this is allowing us to have
22 consistency in the way we use
23 utilization rates across both time and
24 distance, and is possible because of new
25 analysis that we're able to do on

1 drivers' actual travel behavior.

2 COMMISSIONER BADER: I still don't
3 get it.

4 CHAIR DO: Some of this data wasn't
5 available previously -- right. To make
6 it more -- more litigation proof --
7 other proofing -- we needed to put this
8 component in.

9 But, overall, driver pay is going to
10 increase on this proposal overall by
11 5.85 percent with the new driver expense
12 study as well. And so overall, it
13 increases.

14 COMMISSIONER BADER: I don't want to
15 hold it up anymore. It still doesn't
16 make sense to me at all why we're going
17 to have one that's 15 percent higher
18 than the other when you're telling us
19 that raising -- that raising a
20 utilization rate results in lower driver
21 pay when what we want to do is -- when
22 yet our goal here is to do the opposite.

23 CHAIR DO: Well -- but it's also to
24 make sure that all of our analysis is
25 based on data driven -- you know, data

1 and analysis into the future.

2 We can't just say, "Hey, you know,
3 we want, let's say, a 48 percent
4 utilization for time and a 53 percent
5 distance UR". I can't say that.

6 I have to ensure that any number, be
7 it 53.3 percent or 68.5 percent, is
8 based on the data that we receive --
9 right. So -- so, this is all -- this is
10 not -- 53.3 percent or 68.5 percent is
11 not made up.

12 You know, it took a whole entire
13 data engineering team -- a data analysis
14 team, Russell's team -- to really, for
15 many months -- right -- come to a very
16 creative and innovative solution to get
17 to both of these numbers.

18 Russell, do you have anything else
19 to add?

20 MR. GLYNN: I'm happy to continue
21 discussing this, and maybe as I provide
22 some more context for what this means
23 for driver pay overall with this
24 proposal that will, you know, assuage
25 some of your concerns about reducing

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pay.

COMMISSIONER BADER: Okay. Thank you.

MR. GLYNN: So, these are the aspects of the amendments that deal with utilization rates, and maybe -- let's see -- moving forward --

So, yes, to my point just now, what does all of this mean for the minimum trip payment for high-volume drivers -- and so if we think about our sample trip of 7.5 miles and 30 minutes, under the current minimum pay for -- set for that sample trip, the required payment is \$27.69 and the proposed minimum with these amendments -- the change to utilization rate and the incorporation of findings from the driver expense study, as well as the inflation adjustment I mentioned earlier -- that would bring the minimum pay for that sample trip to \$29.31, which reflects an increase of 5.85 percent.

So, that's inclusive of inflation, our study of driver expenses, as well as

1 the shift in how we use utilization
2 rates in the pay formula.

3 So, finally, while the proposed
4 changes to the utilization rate will
5 significantly reduce the incentives for
6 companies to restrict access to their
7 platforms, TLC has included additional
8 measures in the amendments to protect
9 our drivers from lockouts.

10 So, the proposal includes two new
11 requirements related to lockouts.

12 One requirement -- the notice
13 requirement -- requires that companies
14 notify drivers of any access
15 restrictions at least 72 hours before
16 they take effect.

17 The other requirement prohibits
18 mid-shift lockouts by guaranteeing
19 driver access for 16 hours upon
20 logging-on -- and this comes, of course,
21 with exceptions for compliance with
22 other TLC rules related to driving time,
23 such as our driver fatigue rules.

24 So, these two provisions related to
25 lockouts address the unpredictability

1 that access restrictions impose on
2 drivers' lives, and prevent the
3 companies from manipulating the
4 utilization data through lockouts, as
5 we've seen in recent months.

6 So, with that, I look forward to
7 hearing from the public and I'm happy to
8 address any additional questions from
9 the Commission.

10 CHAIR DO: Russell, so -- there was
11 a lot of misinformation in the last week
12 from the high-volume companies and I'm
13 going to ask a very straightforward
14 question here, but what -- one of the
15 concerns was that the new rules would
16 force cars five years and older offline.

17 There is nothing in the rules that
18 says that; is that correct?

19 MR. GLYNN: There is nothing in the
20 rules that says that, no.

21 CHAIR DO: Thank you.

22 Any other questions from
23 Commissioners?

24 COMMISSIONER KAUFMAN: I have a
25 couple of questions.

1 Thank you, Russell. That was really
2 interesting -- really helpful.

3 My first question is, do any of
4 these utilization rates cover
5 dead-heading -- heading towards a ride
6 for pickup?

7 MR. GLYNN: Yes, both of the rates
8 are used to capture P-1 time -- which is
9 time waiting for dispatch -- P-2 time --
10 time traveling to a passenger, and then
11 active trip time.

12 COMMISSIONER KAUFMAN: Okay. So,
13 that increases pay on both sides.

14 My second question is, do you
15 anticipate any impacts to rides that
16 drivers accept or that apps push to
17 drivers based on trip distance or length
18 any differently than has been happening
19 previously?

20 MR. GLYNN: That's a good question,
21 whether the utilization rate for
22 distance might shift how the companies
23 distribute rides.

24 Right now I wouldn't say I
25 anticipate any changes, but we can

1 certainly explore that further as we
2 refine the methodology around the
3 distance utilization rate, which I will
4 say, is, you know, something we've been
5 working on internally and
6 collaboratively with all stakeholders in
7 the industry.

8 And if it's new to us, you know,
9 we're certainly open to feedback on how
10 we can best capture distance-based
11 utilization.

12 COMMISSIONER KAUFMAN: Thank you.

13 CHAIR DO: Commissioners?

14 COMMISSIONER BADER: Yes, one more
15 question here.

16 Relative to the lockouts, is there
17 someplace in the rule that will give us
18 the ability to -- I'm worried about the
19 enforcement of the lockout and how we
20 can make sure that this -- that the
21 lockout -- like, last time there was an
22 agreement we had with them and then they
23 just -- after a short time, they didn't
24 pay attention to the -- to the agreement
25 and they went back to the way they were

1 doing it before -- maybe they changed a
2 little bit the way they were doing it
3 before.

4 What is -- what's locked into this
5 to give us some kind of resource and to
6 make sure that these new lockdown rules
7 are enforced?

8 MR. GLYNN: That's a great question.

9 So, the provisions around lockouts
10 also include very robust new reporting
11 requirements, and so now --

12 You know, we currently get
13 information about when drivers start
14 their sessions -- when they start
15 work -- but to exactly your point about
16 enforcing the lockout restrictions, we
17 will -- have proposed expanding that
18 reporting so that we'll know when
19 drivers try to start work, when they
20 were forced off the app, if that were to
21 happen.

22 So, we'll be able to track that and
23 monitor that.

24 COMMISSIONER BADER: And what -- and
25 is there a penalty involved in this if

1 they don't adhere to the rule?

2 MR. GLYNN: I believe there is a
3 penalty, but I would have to go back to
4 the proposal to confirm the numbers.

5 CHAIR DO: It's in the rule,
6 Commissioner Bader, and we can get
7 you -- well, I think you already have a
8 copy, but we can get -- we can re-up
9 that for you.

10 Okay. Any other questions from the
11 Commission?

12 COMMISSIONER BADER: (Indicating.)

13 CHAIR DO: Go ahead, Paul.

14 (No response.)

15 CHAIR DO: Okay. Great.

16 Russell, thank you so much for your
17 presentation -- for your work on this.
18 This work is going to get our industry
19 to a better place and I appreciate your
20 team and the entire policy data
21 analytics team's work on this particular
22 issue. Thank you.

23 MR. GLYNN: Thank you, everyone.

24 CHAIR DO: Okay. Now, I will turn
25 it over to Sherryl Eluto, our General

1 Counsel and Deputy Commissioner for
2 Legal Services and Prosecution, to lead
3 us through our public hearing for today.

4 Sherryl.

5 MS. ELUTO: Good morning. When I
6 call your name, you can un-mute your
7 microphone and begin your testimony.

8 Each speaker will be allotted two
9 minutes to speak. The time limit will
10 be strictly enforced. A 30-second
11 warning will be provided and then you
12 will need to conclude your testimony
13 when your time limit is up.

14 Today's rule proposal was published
15 in The City Record and posted on our
16 website on January 3rd. The public
17 comment period ends today.

18 The video of this hearing and copies
19 of all written comments received through
20 today will be provided to the
21 Commissioners prior to the vote on these
22 rules.

23 With that, we will begin our public
24 hearing.

25 Our first speaker today is Bhairavi

1 Desai from NYTWA and she will be
2 followed by Andrew Greenblatt and
3 Michele Dottin.

4 Miss Desai, you can begin.

5 MS. DESAI: Thank you, Sherryl.

6 I'm sorry, just a point, I'm not
7 able to turn my video on.

8 I don't know if that's something
9 that you can change at the moment.

10 MODERATOR: We can come back to you,
11 but I pushed the panelist offer to you
12 twice and it came back as declined.

13 So, you should get a message on your
14 screen. I'll need you to accept to
15 rejoin as a panelist.

16 MS. DESAI: Okay -- it's okay. I'll
17 go ahead -- I'll go ahead and testify.

18 MODERATOR: Okay.

19 MS. DESAI: I'm sorry. I did not
20 see that message.

21 Good morning, members of the
22 Commission.

23 Let me just begin by saying
24 Commissioner Bader and the other
25 Commissioners, we really appreciate your

1 line of questions, but let me just say
2 that we do think that what the TLC is
3 proposing overall, it is going to lead
4 to that increase, and the adjustment
5 with the new utilization rate that is
6 mileage-based, I think it's really to
7 make the rule more consistent, and,
8 quite frankly, to make it stronger
9 against any will of the companies to
10 litigate to try to undermine the
11 regulation.

12 And so we are in support of the
13 proposal, you know, in the way that the
14 TLC has set it at the moment.

15 I want to really say that last year
16 was an unbelievable year of crisis and
17 tremendous pain for tens of thousands of
18 drivers, the largest workforce of
19 private workers in the City and even the
20 State of New York. Not only were
21 drivers working longer for less, they
22 were taking home, like, a pay cut of
23 even 50 percent of their income from the
24 prior year.

25 And let's keep in mind that COVID

1 was just five years ago. In these five
2 years, drivers have gone through so much
3 crisis -- such significant loss of
4 income -- and to have these companies
5 now come up with a bogus argument -- you
6 know, a misinterpretation, basically --

7 TIMEKEEPER: 30 seconds remaining.

8 MS. DESAI: -- of, you know, Uber
9 trying to come up with its own version
10 of a depreciation rule. It's just
11 unacceptable.

12 Drivers deserve an inflation based
13 adjustment in their pay, which is
14 already too low. Uber continues to take
15 a higher cut of the commission while
16 fares go up. It continues to add junk
17 fees, like the insurance fee. It's cut
18 the minimum fare to \$4. It's even cut
19 out the bonus for out of town trips.

20 Uber continues to find a way to cut
21 driver pay and this is the latest way
22 that they're doing it, by opposing these
23 rules.

24 Please ignore them and pass these
25 rules. Thank you.

1 MS. ELUTO: Thank you.

2 Our next speaker is Andrew
3 Greenblatt from IDG.

4 MR. GREENBLATT: Hi. Good
5 afternoon. Two minutes -- okay. I'll
6 do my best.

7 So, first of all, I want to start by
8 speaking directly to drivers who are
9 planning on testifying today. I want to
10 warn you about -- that Uber talking
11 about the five-year you need a new car
12 thing -- as Commissioner Do pointed out,
13 that's a complete lie and they're trying
14 to get you to testify that your car
15 isn't losing value as fast as it is so
16 they can come back and either sue or
17 push the TLC to cut your pay.

18 Do not testify that your car is
19 worth a lot of money after five years
20 unless you want the TLC to cut your pay.

21 Okay. So, first is that -- that
22 warning to drivers.

23 All right. Now, to the
24 Commissioners, I want to thank you for
25 your hard work on this. A lot of very

1 thoughtful work went into this.

2 In general, IDG supports what you're
3 doing here. You're raising pay. You're
4 making the lockouts not worth it for the
5 companies anymore, even if you're not
6 outright forbidding them. These are all
7 positive steps in the right direction.

8 That having been said, there's an
9 underlying flaw in all of this that you
10 continue to not correct that will play
11 out in the coming year -- and that is,
12 you're not limiting the number of
13 drivers on the road.

14 You -- instead you limit plates --
15 okay -- and when you limit plates, it
16 forces drivers to -- it forces all sorts
17 of things.

18 So, first of all, by not limiting
19 drivers, it still encourages companies
20 to do lockouts. If you limited the
21 drivers, they would never lock-out
22 again.

23 The second thing is, by pushing
24 drivers into leasing --

25 TIMEKEEPER: 30 seconds remaining.

1 MR. GREENBLATT: -- your own
2 study -- your own study points out that
3 people who lease pay significantly more,
4 and then when you just kind of mix that
5 into the whole thing, it means that the
6 average driver who leases is making
7 \$5,000 a year less than drivers who own.

8 You are choosing that. That's not
9 their choice. That's your choice by
10 forbidding them to do that and that's
11 driving their pay below the minimum
12 wage.

13 Your choices are impoverishing
14 drivers. We have to stop doing that.
15 Thank you.

16 MS. ELUTO: Thank you.

17 Our next speaker is Jerry Golden
18 from Lyft.

19 Mr. Golden, can you un-mute your mic
20 and begin?

21 MR. GOLDEN: I'm Jerry Golden -- I
22 just want to make sure my video is
23 coming through. Am I?

24 MS. ELUTO: No, not yet.

25 CHAIR DO: Jerry, we can come back

1 to you.

2 Can we keep on moving and then help
3 him get his camera?

4 Thank you, Jerry. Give me one
5 second.

6 MR. GOLDEN: Okay.

7 MS. ELUTO: Well, he appears ready,
8 but --

9 MODERATOR: Yes, Jerry Golden is --
10 his video is working and it's available.

11 MR. GOLDEN: Whatever you prefer.

12 MS. ELUTO: Yes, proceed, Mr.
13 Golden.

14 MR. GOLDEN: Okay. Great.

15 I'm Jerry Golden, and since
16 September, the Chief Policy Officer at
17 Lyft.

18 Lyft values the opportunity to
19 address the TLC's proposed amendments to
20 the rules governing high-volume for-hire
21 services and minimum driver pay.

22 Lyft supports driver pay minimums
23 and is proud of our earnings commitment
24 guaranteeing drivers keep 70 percent of
25 rider fares after external fees.

1 However well intentioned, the proposed
2 rules reinforce a flawed approach to
3 driver pay that pressures ride-share
4 companies to use lockouts to maintain a
5 utilization rate.

6 I want to emphasize that restricting
7 driver access is not something Lyft ever
8 wants to do. It's bad for our
9 customers, both the drivers and the
10 riders who use Lyft's platform and so
11 it's bad for Lyft. We only do it due to
12 pressure from the Commission's rules.

13 New York City already has some of
14 the highest ride-share fares in the
15 nation and those fares are now
16 additionally burdened by price increases
17 from the new congestion fee, plus the
18 upcoming Consumer Price Index increase
19 of nearly four percent.

20 Excessive cost increases perpetuate
21 a vicious cycle of higher prices leading
22 to less demand, fewer rides available
23 for drivers, lower driver utilization
24 rate, and pressure to use lockouts.
25 This is not theoretical.

1 Lyft rides were already down
2 mid-teens year over year in New York
3 City last quarter despite Lyft rides
4 increasing nationwide through that same
5 period.

6 If these rules are enacted on top of
7 the march CPI increase, we estimate a
8 four to six percent further decrease in
9 rides. We would have to remove the
10 equivalent of over 1,200 full-time
11 drivers to maintain 2024 utilization
12 rates.

13 TIMEKEEPER: 30 seconds remaining.

14 MR. GOLDEN: It's not just drivers
15 who suffer.

16 37 percent of Lyft rides in New York
17 City start or end in lower income areas.
18 These are the riders that fall off most
19 when costs increase.

20 The proposed rules also rely on a
21 biased report by James Parrott that
22 inflates expense reimbursement rates,
23 thereby further contributing to higher
24 fares.

25 Among the many flaws we detail in

1 our written submission, it relies on an
2 unreasonably small sample size. It
3 claims cars are worth \$0 after five
4 years, even though more than half of the
5 vehicles on this platform --

6 TIMEKEEPER: Time has expired.

7 MR. GOLDEN: -- are five years or
8 older, and over-represents both renters
9 and full-time drivers.

10 Other jurisdictions, like Minnesota,
11 Massachusetts, and the rest of New York
12 State managed to regulate minimum driver
13 pay without factoring in utilization.

14 Lyft proposes that the TLC work with
15 stakeholders to develop a rational and
16 workable alternative that poses less
17 harm to drivers and riders. It's in
18 this spirit that Lyft submits our
19 comments. Thank you.

20 CHAIR DO: Thank you, Jerry.

21 MS. ELUTO: Thank you.

22 Our next speaker is Josh Gold from
23 Uber.

24 MR. GOLD: Good morning. Let's
25 start with some good news from last

1 year.

2 According to TLC data, high-volume
3 drivers made four percent more than the
4 previous year, with full-time drivers
5 taking home \$76,000.

6 Driver, Ezra Ginsberg, using a
7 10-year-old Camry, earned about
8 94,000 -- 11,000 more than 2023 -- and
9 through our new partnership with taxis,
10 Uber referred over 3.5 million trips to
11 yellow cabs, getting thousands of
12 drivers back on the road. But it wasn't
13 all good.

14 Uber riders and drivers sent over
15 625 million dollars to the government.
16 This year that tax burden -- the highest
17 in the country -- will grow even larger.

18 Now, onto the proposed rule:

19 I urge you to review our written
20 comments outlining miscalculations in
21 the rate formula. If not corrected, the
22 courts will step in.

23 While you now acknowledge gas prices
24 do go down, this report wrongly assumes
25 EV charging wait times are not

1 improving. Raising prices -- raising
2 rates 53 cents per trip because some
3 drivers rent SUVs is arbitrary. If
4 rates go up every time a handful of
5 drivers make a personal choice,
6 companies will be forced to limit that
7 choice. Assuming drivers replace cars
8 every five years is unrealistic.

9 TLC's own data, cited in the Green
10 Rides Rule, shows vehicles last seven
11 years. If this Commission is committed
12 to revising the payroll every two years,
13 you must also explore ways to reduce
14 costs, not just how to pass them on.

15 Your study confirms the plate cap is
16 costing New Yorkers. Per the study,
17 renting a plate costs \$9,000 per year,
18 translating to 63 cents per truck. We
19 need a solution that allows long-term
20 renters to eventually own their vehicles
21 without overwhelming the City with new
22 cars.

23 TIMEKEEPER: 30 seconds remaining.

24 MR. GOLD: Insurance costs continue
25 to rise and the Commission has done

1 nothing to address it. Instead, you
2 banned fleet owners' creative cost
3 saving solutions. You should be leading
4 the charge in Albany for court reform to
5 stop frivolous lawsuits driving up
6 premiums.

7 Finally, I must express
8 disappointment in TLC's claim that
9 lockouts are a loophole. After 2019,
10 you called them a feature of the rule.
11 In 2023 when we warned that your rule
12 would create access restrictions because
13 of a free-rider problem, you dismissed
14 it as a company choice.

15 Now, abandoning the measurement
16 period relied on by companies, it's
17 clearly arbitrary and --

18 TIMEKEEPERS: Time has expired.

19 MR. GOLD: Thank you.

20 MS. ELUTO: Thank you.

21 Our next speaker is James Parrott
22 from The New School.

23 MR. PARROTT: Good morning. James
24 Parrott. I am Senior Advisor and Senior
25 Fellow at the Center for New York City

1 Affairs at The New School.

2 Thank you for the opportunity to
3 testify on the rule changes affecting
4 high-volume for-hire vehicle/driver
5 minimum pay.

6 Along with Professor Michael Reich
7 of the University of California,
8 Berkeley, I was co-author of the 2018
9 and 2019 studies that were the basis for
10 the New York City minimum pay standard.

11 Professor Reich and I also prepared
12 similar reports for the City of Seattle
13 in 2020 and the State of Minnesota in
14 2024.

15 Last year, the TLC commissioned me
16 to prepare an analysis of how the
17 composition of driver expenses had
18 changed since the inception of the pay
19 standard. My report is discussed in the
20 TLC's January 3rd Notice of Proposed
21 Rules and is available on the TLC's
22 website.

23 The vehicle fleet has evolved
24 considerably since the inception of the
25 New York City pay standard in 2019.

1 There are many more SUVs of various
2 sizes, 52 percent of the total, and
3 electric vehicles, and the TLC is
4 phasing in a policy that will require
5 all high-volume for-fire vehicles to be
6 either electric or wheelchair accessible
7 by 2030.

8 My report included an analysis of
9 electricity costs and driver time
10 involved in charging EVs and the cost of
11 short-term vehicle rentals.

12 TIMEKEEPER: 30 seconds remaining.

13 MR. PARROTT: This report is based
14 on an extensive survey of drivers
15 regarding current expenses, current data
16 on the vehicle fleet, research on the
17 cost of charging electric vehicles, and
18 additional investigation of the cost of
19 renting a TLC registered vehicle.

20 Those responding to the survey
21 largely drive full-time for Uber or
22 Lyft, have done so for years, and 80
23 percent reported that driving is their
24 sole source of income.

25 The high proportion of survey

1 respondents who drive full-time lines up
2 with TLC trip data showing that three
3 quarters of all trips in 2023 --

4 TIMEKEEPER: Time has expired.

5 MR. PARROTT: -- as provided by
6 those who drive 30 or more hours weekly.
7 The driver survey was the primary source
8 of information on driver expenses for
9 vehicle costs or rent and insurance.

10 As Russell has pointed out, the
11 composite per mile factor that we
12 arrived at was 87.1 cents.

13 I'd like to take just a couple of
14 seconds to talk about the study of
15 driver expenses that Uber commissioned
16 HR&A -- a consulting firm -- to prepare
17 a report. That report derives an
18 overall per mile expense amount that is
19 29 percent less than my estimate.

20 The main reasons for this lower
21 estimate are that they use lower weights
22 for the shares of EVs and rented
23 vehicles in deriving the composite per
24 mile factor.

25 While -- while my analysis and HR&A

1 report find similar results for fuel and
2 charging expenses, and for insurance,
3 the HR&A report uses an extremely flawed
4 method to estimate vehicle cost.

5 They estimate vehicle costs at 11
6 cents per mile, far less than the
7 national average of 33 cents per mile
8 for depreciation, included in the IRS,
9 is a 70 cent per mile allowance -- a
10 factor that the companies themselves are
11 urging drivers to take into account when
12 they -- when they prepare their taxes
13 for next year.

14 CHAIR DO: Dr. Parrott, we need you
15 to wrap-up, please.

16 MR. PARROTT: My estimated
17 payment -- vehicle payment is 31.2
18 cents, much closer to the 33 cents per
19 mile depreciation factor in the IRS.

20 Thank you.

21 CHAIR DO: Dr. Parrott, I have a
22 question.

23 So, I want to go back to your
24 initial report in 2018 and I -- I've
25 read that report, and throughout that

1 report -- I just want to be clear
2 that -- you know, I don't think that
3 report ever envisioned lockouts, but
4 instead envisioned that Uber, or Lyft,
5 or the high-volume companies would not
6 onboard more drivers than they need, and
7 that has somehow changed into lockouts
8 over time.

9 And so can you talk a little bit
10 about your 2018 report on, you know --
11 Uber should control their on-boarding
12 versus lockouts.

13 MR. PARROTT: When we did the
14 initial study, we spent a lot of time
15 trying to understand the business model
16 that Uber and Lyft pursued in operating
17 for-hired vehicles in New York City and
18 that led us to conclude that the
19 companies have an incentive to flood the
20 streets with as many drivers and cars as
21 possible, disregarding what those
22 drivers are able to earn.

23 There obviously needs to be a
24 balance between the supply of drivers
25 and the demand for rides on the part of

1 passengers. Uber was not -- Uber and
2 Lyft were not trying to regulate to keep
3 that -- the driver supply in-line with
4 consumer demand.

5 Putting utilization in the
6 denominator of the pay standard, as we
7 did in New York City, was meant to
8 provide an incentive for the companies
9 to better regulate their own operations.

10 There was no requirement that they
11 lock-out drivers, but it was clearly in
12 their interest if they followed, you
13 know, the incentives indicated in the
14 pay standard to more carefully regulate
15 the number of drivers. They haven't --
16 they haven't done that.

17 The reason that Seattle and
18 Minnesota did not include utilization in
19 their pay standards was that they didn't
20 think they had the data capacity to do
21 that.

22 New York City and the TLC were very
23 fortunate to have a TLC research staff
24 that is well -- that is fully capable of
25 analyzing that data, and monitoring

1 utilization, and making periodic
2 adjustments as needed.

3 CHAIR DO: One last question for
4 you.

5 You know, the high-volume for-hire
6 vehicle industry has changed
7 tremendously over the last seven years
8 since your last report and this one.

9 Obviously, if you can talk about
10 those changes -- including EV mandate,
11 including a rental market that was never
12 anticipated before -- and how that has
13 changed and increased drivers expenses.

14 MR. PARROTT: Yeah -- no. So, in
15 2018 when we -- when we did the first
16 study, the most common vehicle used was
17 a Camry sedan.

18 What we've seen over the past few
19 years along the -- you know, in keeping
20 with the -- sort of the national
21 consumer preference for larger vehicles,
22 there has been a concerted shift away
23 from sedans and smaller cars toward
24 mid-size and full-size SUVs.

25 The companies actually encourage

1 that shift because they have premium
2 services that, you know, charge
3 passengers higher fares to be driven in
4 a -- in a larger car. So, the companies
5 actually encourage drivers to get larger
6 cars, even though they don't get paid
7 for maintaining that larger car if
8 they're dispatched a regular,
9 non-premium fare.

10 There has also been a concerted
11 shift toward greater use of EVs, and New
12 York City is among the leaders around
13 the country and around the world in
14 mandating that for-hire vehicle services
15 be 100 percent either EV or wheelchair
16 accessible by 2030. So, that -- that
17 percent of EVs has increased a lot in
18 recent years.

19 EVs are more expensive, initially.
20 The maintenance might be less, but
21 there's also the challenge in charging
22 an EV in New York City, where -- where
23 most drivers do not have a driveway and
24 a garage where they can charge the
25 vehicle at home. They have to go to

1 public charging stations. The rapid
2 growth in the -- in the size of the EV
3 fleet has meant that drivers oftentimes
4 have to wait.

5 We recognize -- in the report, we
6 recognize, contrary to what the Uber
7 representative indicated, that driver
8 waiting times are coming down. We sort
9 of build that into the -- into the --
10 into the estimate -- and what we
11 estimate for electric vehicle
12 charging -- the cost of that -- the
13 electricity cost -- is very close to
14 what Uber's own study estimated for
15 electric vehicle charging.

16 So, there shouldn't be any issue
17 about that, and we do adjust for
18 changing -- changing gas prices. We
19 factor in the price of gas as it's --
20 you know, looking at the average over
21 the past six months when it has been
22 coming down. So -- so, that that is
23 less than if we used a 12 or an 18-month
24 average.

25 CHAIR DO: Are there any other

1 questions for Dr. James Parrott?

2 (No response.)

3 CHAIR DO: Okay. Thank you so much,
4 Dr. Parrott.

5 MR. PARROTT: Thank you.

6 MS. ELUTO: Our next speaker is
7 Zubin Soleimany from NYTWA.

8 MR. SOLEIMANY: Good morning. My
9 name is Zubin Soleimany. I'm an
10 attorney with the Taxi Workers Alliance
11 and I'm going to focus my arguments
12 today on Uber's arguments so far about
13 the per mile rate.

14 This rate is rationally rooted in an
15 industry specific study that's in-line
16 with the methods that TLC has already
17 been using to measure depreciation.
18 Uber knows these methods are valid.
19 They have not challenged them over the
20 last six years. Their opposition here
21 is solely about wanting a special rule
22 for themselves so they can get away with
23 paying drivers less.

24 They basically just showed up today
25 to say that they're going to sue you if

1 they don't get what they want. But,
2 fundamentally, Uber does not have a
3 legally sound reason to oppose this
4 rule.

5 The main source of the difference
6 between what HR&A proposes and what Dr.
7 Parrott proposes is how you -- is how
8 they judge depreciation -- the cost of
9 the vehicle expense -- 31.2 to 11 cents
10 -- and, apparently, they're saying their
11 guys apparently Googled MSRPs of cars
12 and then put an online resale tool and
13 are arguing that there's value left over
14 in the car after the assumed life in
15 vehicle usage.

16 That is -- that is a standard that
17 has been rejected by -- by the standard
18 IRS depreciation method for over 40
19 years. Federal tax law treats vehicles
20 as five-year property, which means
21 they're depreciated at full cost over
22 five years, explicitly disclaiming the
23 use of resale or salvage value.

24 So, this came about with -- after
25 frustration over trying to deal with

1 individualized costs already proposed in
2 the standard context.

3 TIMEKEEPER: 30 seconds remaining.

4 MR. SOLEIMANY: Uber might argue
5 that they think it should be done
6 another way or they like their
7 economists better than TLC's economists.

8 But choosing, as Parrott does, to
9 follow standard federal practice for
10 measurement of depreciation makes this
11 process clearly rational, which is the
12 standard the TLC has to meet.

13 The other -- the other way in which
14 is supported is by the IRS mileage
15 reimbursement rate, and when Mr. Gold is
16 talking about, "Oh, a car can survive
17 longer than this", that's not --

18 TIMEKEEPER: Time has expired.

19 MR. SOLEIMANY: -- something that
20 should be accounted for. The IRS
21 explicitly tells people using the
22 mileage depreciation the standard
23 reimbursement rate, that when they have
24 depreciated the full value of the cost
25 to continue doing so without any

1 reduction of that rate.

2 That is another way in which this
3 argument about the value of the car over
4 time is -- is condoned by federal tax
5 brackets -- and this is -- as Dr.
6 Parrott was saying, this is Uber's guide
7 to drivers for tax purposes. They say,
8 "Go ahead and use that mileage rate --
9 standard mileage rate that accounts for
10 depreciation at the full cost, past the
11 full depreciation in the car, that says
12 33 cents a mile".

13 So, they're coming in here and
14 saying it. They're saying something
15 else for no other reason than they want
16 a special rule for themselves that
17 reimburses them in New York in the way
18 that no other employer reimburses
19 mileage because they want to pay you
20 less.

21 Please don't fall for it. Thanks.

22 MS. ELUTO: Thank you.

23 CHAIR DO: Zubin, so the argument
24 from Lyft this morning -- and even Uber
25 -- is that their cars on TLC roadways --

1 50 percent of which -- are older than
2 five years.

3 How do you respond to that?

4 MR. SOLEIMANY: The thing is so when
5 we look at depreciation over a period of
6 time, nothing about that is measured on
7 the age of the vehicle.

8 So, for example, in depreciating the
9 vehicle for IRS purposes, you begin at
10 the -- at the time that the vehicle was
11 put into service. Nothing -- it's
12 nothing about the age or the model here
13 that's factored in and -- and that -- it
14 assumes a certain -- like the Parrott
15 report would assume a certain amount of
16 number of miles driven per year. I
17 think it's 32 -- 32-and-a-half thousand.

18 So, the depreciation -- depreciation
19 occurs sort of on an assumption of that
20 full mileage being used. It's about --
21 it's about the use of the miles of the
22 cars and assumptions that we make about
23 how long it takes.

24 But nothing, for example, in the
25 rule -- or the IRS reimbursement rate

1 would -- would ensure payment -- full
2 payment after five years. It's about
3 the use of the car.

4 And I think this is especially
5 important to note because during COVID,
6 the -- TLC had the storage program for
7 vehicles. So, a lot of vehicles, in
8 terms of the years in which they were in
9 business-use, would have been reduced if
10 they were in storage and it just sort of
11 goes to show there's -- you know, none
12 of this is tied to a model.

13 This is -- it's just kind of a
14 baseless -- it's a baseless threat the
15 companies are making to try and scare
16 drivers into testifying against this.

17 CHAIR DO: Thank you, Zubin.

18 MR. SOLEIMANY: Thank you.

19 MS. ELUTO: Our next speaker is Alli
20 Langley from NYTWA.

21 MS. LANGLEY: Good morning. My name
22 is Alli Langley. I'm a staff attorney
23 at the New York Taxi Workers Alliance.

24 I'll focus my testimony today on the
25 report prepared by Uber's consultant,

1 HR&A, and the many flaws that make its
2 conclusions about drivers' expenses
3 irrational and an unreliable basis for
4 any policy making.

5 Perhaps unsurprisingly, given Uber's
6 long history of attempting to undercut
7 driver pay and their comments today,
8 this report consistently underestimates
9 drivers' expenses through sloppy and
10 flawed methodologies and significant
11 gaps in the data that it collects and
12 assesses.

13 I'll focus on just a few examples
14 today, but there are more in our written
15 comment.

16 So, first, somehow the report
17 estimates FHV rental costs to average
18 lower than the lowest advertised rate at
19 major New York City rental fleets.

20 Second, HR&A's assessment of vehicle
21 purchase price and depreciation is
22 unmoored from reality about drivers'
23 actual expenses, and, as you heard from
24 my colleague, federal tax law and
25 practice.

1 So, when accounting for vehicle
2 costs, the report primarily looked at
3 the manufacturer's suggested retail
4 price -- and this excludes sales tax,
5 which for a vehicle of \$40,000 can be a
6 cost of \$3,550. So, this is not an
7 insignificant omission.

8 Also, as we all remember from the
9 past few years, there are times when
10 people pay significantly over MSRP, like
11 when there was widespread shortage in
12 new computers because of shortages --
13 sorry -- in new cars because of
14 shortages in computer parts and drivers
15 were paying significantly over sticker
16 price --

17 TIMEKEEPER: 30 seconds remaining.

18 MS. LANGLEY: -- as reported by news
19 agencies like CNN.

20 The report also assumes that
21 drivers, once they purchase a vehicle,
22 all have a 60-month or five-year term,
23 and then, for some reason, it reduces
24 the expense for that based on drivers
25 who were not currently making car

1 payments at the snapshot in time when
2 they took a survey of Uber drivers.

3 This makes no sense. There are many
4 reasons why someone might not be paying
5 -- making car payments, including that
6 they had a shorter loan term --

7 TIMEKEEPER: Time has expired.

8 MS. LANGLEY: -- and had higher
9 expenses that weren't accounted for
10 based on HR&A's assumption.

11 There are many more flaws in this
12 report. We urge the Commissioners to
13 not take Uber and Lyft's statements at
14 face value and instead to review our
15 written comments for a more detailed
16 analysis. Thank you.

17 MS. ELUTO: Thank you.

18 Our next speaker is Michele Dottin
19 from IDG.

20 Ms. Dottin, you can un-mute your
21 microphone.

22 MS. DOTTIN: Good morning,
23 Commissioner Do and Commissioners.

24 I am Michele Dottin and I am an
25 advocate -- sorry. I am an advocate and

1 -- with IDG and a licensed TLC driver.

2 Thank you, Commissioner, for
3 pressing for the 6.1 --

4 UNKNOWN SPEAKER: Let's reset that
5 timer, guys -- let's reset that timer.
6 Go ahead.

7 MS. DOTTIN: Good morning,
8 Commissioner and Commissioners.

9 I am Michele Dottin and I am an
10 advocate with IDG and a licensed TLC
11 driver. Thank you for pressing for the
12 6.1 pay raise for drivers based on
13 drivers' overall expenses.

14 IDG fought hard to get this bill in
15 2018. To date, many drivers have
16 increased expenses not considered in the
17 original evaluation when the drivers pay
18 was put in place.

19 For instance, drivers received bike
20 and bus lane tickets because Uber and
21 Lyft start their trips near a bus or
22 bike lane where they're supposed to pick
23 up and drop off their passengers safely,
24 especially riders with disabilities,
25 mothers, small children, and elderly

1 riders.

2 Please allow drivers to be exempt
3 from those tickets since they were
4 licensed to do this work. They do not
5 know for what reason the driver may be
6 in the bus or bike lane, or include
7 those expenses in the calculations to
8 the pay raise. Safety first.

9 Also, drivers who lease pay an
10 average of --

11 TIMEKEEPER: 30 seconds remaining.

12 MS. DOTIN: -- \$5,250 more per year
13 and make less than minimum wage.

14 I'm advocating for sector-based
15 license for liveries, yellows, greens,
16 and FHV. You can put a pause on FHV
17 license while providing the other
18 sectors new license, not closing the
19 market fully, allowing current FHV
20 drivers to apply for a plate.

21 It will not add drivers, just plates
22 in the FHV sector, allowing almost a
23 third of drivers to come up below
24 minimum wage status.

25 TIMEKEEPER: Time has expired.

1 MS. DOTTIN: I'm also asking for a
2 base rate of at least \$10 for short
3 trips. \$4 doesn't cut it.

4 One solution for FHV driver income,
5 remove yellows from Uber platform. FHV
6 -- these drivers invested capital to
7 help build Uber. They deserve to reap
8 the benefits. Our drivers can't do
9 street hails.

10 CHAIR DO: Thank you, Michele.

11 MS. DOTTIN: We need, also, a hybrid
12 option for 2023.

13 With your new requirements, please
14 allow those drivers with hybrids to be
15 able to be on the road as an option,
16 past 2030. Thank you so much.

17 MS. ELUTO: Thank you.

18 Our next speaker is Leuys Taveras
19 and he will need an interpreter.

20 So, the Spanish interpreter is on
21 and where is Mr. Taveras --

22 THE INTERPRETER: Yes, I'm here.

23 MS. ELUTO: Okay. Good.

24 Okay. Mr. Taveras, you can begin.

25 MR. TAVERAS: Good morning,

1 honorable Commissioners and
2 distinguished members of the Taxi and
3 Limousines Commissions -- Commissioner
4 group.

5 My name is Leuys Taveras. I am a
6 driver of TLC in the City of New York
7 and of the Taxi Alliance of the City of
8 New York. I appear before you today in
9 order to express the need of
10 negotiations to have stability and
11 professional economy.

12 Being a driver in the City is not
13 only a job, but it is an essential
14 profession of high risk. Here we face
15 intense traffic -- long working hours,
16 exposure to extreme climate conditions,
17 and in many cases to criminal
18 situations.

19 Despite all of the aforementioned,
20 we continue operating because our job
21 keeps New York alive.

22 I'm going to mention something
23 Martin Luther King mentioned, "All work
24 that lifts -- all work that lifts
25 humanity, it has dignity and importance,

1 and you must do it with efficiency and
2 hard work".

3 However, that dignity is not
4 reflected on our compensation.

5 TIMEKEEPER: 30 seconds remaining.

6 THE INTERPRETER: The interpreter --

7 MR. TAVERAS: My operative costs are
8 significantly high and they don't stop
9 rising. For instance, my costs for my
10 Tesla Y 2023 is \$798.

11 TIMEKEEPER: Time has expired.

12 MR. TAVERAS: In 2024, my insurance
13 was \$421.33. In 2025, it's raised -- it
14 was raised to -- by 27.16 per month more
15 on top of that. The charge of the
16 vehicle is \$35. All together per month,
17 it's like \$1,000 per month.

18 In order to finish, I want to say
19 that before getting any earnings, I have
20 to pay to cover \$2,200 in fixed costs.

21 MS. ELUTO: All right. Thank you.

22 Our next speaker is Carmen Cruz. We
23 will also need the interpreter.

24 MS. CRUZ: Good morning. My name is
25 Carmen Cruz. I'm a member of the New

1 York Taxi Alliance and I have been an
2 Uber and Lyft driver for over 11 years.

3 We are here because we want to
4 clarify the lies that these two
5 companies are saying. Gas and vehicle
6 costs went down. That is why they want
7 to lower the payments to the drivers.

8 I bought a Suburban in 2023 to
9 qualify for the Uber black car
10 requirements. I paid \$78,000 and on top
11 of that, they charge me 15,000 more
12 dollars. It's the same situation as my
13 colleagues who are in debt in order to
14 meet Uber requirements.

15 TLC must set forth new fees in case
16 of the luxury car. They should pay that
17 in the case of regular and UberX. Even
18 that in the luxury case, you have to put
19 more money in purchase and maintenance.
20 This is necessary in order to provide a
21 better service to the customers.

22 Thank you.

23 MS. ELUTO: Thank you.

24 COMMISSIONER BADER: Excuse me, can
25 I ask you a question there for this

1 driver?

2 What -- how much additional money do
3 they make driving UberX over regular
4 Uber?

5 MS. CRUZ: Not much.

6 (Interpreter clarification.)

7 MS. CRUZ: Well, in the minimum
8 payment that we can open UberX, they are
9 paying us the same, \$4.

10 COMMISSIONER BADER: Thank you.

11 MS. ELUTO: Our next speaker up is
12 Freddy Cevallos.

13 Mr. Interpreter?

14 THE INTERPRETER: Okay.

15 MR. CEVALLOS: Hi. Good morning.
16 Female colleagues and male colleagues
17 who are drivers, my name is Freddy
18 Cevallos and I have been an Uber/Lyft
19 driver for over 10 years and I am a
20 member of the New York Taxi Alliance.

21 We are asking TLC to approve the
22 changes -- the -- what they have
23 proposed with Alliance. The new minimum
24 fees for Uber of \$4, it's an insult. In
25 my reality we lose money on these trips.

1 First, we have to drive in order to
2 pick up the passenger, which takes us
3 five minutes or more. Then we have to
4 wait seven more minutes in order to wait
5 for the passenger to arrive. All that
6 time -- during all that time, we are
7 burning gas. I feel very offended and
8 humiliated.

9 I never imagined to have been
10 earning so little money living in such a
11 bad crisis. Insurance was raised eight
12 percent last year. The maintenance of
13 my vehicle -- the insurance and the gas
14 of my vehicle were raised as well.

15 TLC should take the measure of
16 setting forth a higher fee, not less
17 than \$8 and to double the trips that are
18 outside the City of New York.

19 TIMEKEEPER: 30 seconds remaining.

20 MR. CEVALLOS: That's all. Thank
21 you for listening.

22 MS. ELUTO: Thank you.

23 MR. CEVALLOS: Thank you. Have a
24 good afternoon.

25 MS. ELUTO: Our next speaker is

1 Silvestre Cofresi and we'll need the
2 interpreter.

3 MR. COFRESI: Good morning. My name
4 is Silvestre Cofresi. I work for Uber
5 and Lyft and I work for IDG.

6 Can you turn on the camera, please?

7 (No response.)

8 MR. COFRESI: Okay. If the camera
9 is not working, it's fine.

10 Every time I call Uber and Lyft
11 making claims, I think on their own,
12 they reduced --

13 (Interpreter clarification.)

14 MR. COFRESI: They said that this is
15 TLC proposal and that's why they reduced
16 the prices. They also block our working
17 hours. Uber is always saying that it's
18 because of the situation, but they
19 charge very high prices to the
20 passengers.

21 Okay. When you open the app, it
22 shows you several prices depending on
23 the trip the passenger is going to take
24 and they charge a trip with
25 (indiscernible), they charge an extra

1 fee for that.

2 But, in my case, they say it to me
3 as if it's UberX, then it's a regular
4 trip and they sent it to me as if it's a
5 close trip. They pay me \$4. Many times
6 a driver has to drive one mile -- two
7 miles, three miles -- because it says
8 that --

9 TIMEKEEPER: 30 seconds remaining.

10 MR. COFRESI: -- and it's like five
11 or six minutes to pick the passenger up
12 and that's why they estimate that it's
13 going to be a short trip.

14 Before it was 5 or \$7 and now I saw
15 that they pay, like \$3.99.

16 TIME KEEPER: Time has expired.

17 MS. ELUTO: Thank you.

18 Our next speaker is Jasleen
19 Villamil.

20 MS. VILLAMIL: Thank you.

21 Hi. Good afternoon, Commissioners.
22 My name is Jasleen Villamil. I've been
23 a cab driver for over eight years now.
24 I have three asks from you guys.

25 The first is, can you please allow

1 us to get plates again? Because I'm
2 unable to get a plate, I'm stuck leasing
3 from companies that charge exorbitant
4 rates.

5 When I first started eight years
6 ago, the leasing rate was 350 to 450 a
7 week max. Now, I'm paying 600 a week
8 for a regular car. If I have to pay 600
9 a week for a regular car, that means I'm
10 working 60 hours. Out of those 60
11 hours, \$10 out of every month I make
12 goes just to the car.

13 Then on top of that, I have to pay
14 gas, and, E-ZPass, and tolls. By the
15 end of my work, I'm making less than
16 minimum wage. I'm averaging about 11 to
17 \$12 an hour gross -- I mean net. Okay.
18 I can show you all the math for that.

19 All right. You can allow us to
20 release plates again and limit the
21 influx of new drivers. That would
22 significantly increase our minimum wage
23 or put some barriers to the people who
24 are leasing these cars for the influx
25 for whatever their increases is. Limit

1 that somehow, please.

2 On top of that, I started eight
3 years ago. I was making close to 30 to
4 40 an hour because of the surge and all
5 of that. But now there is no surge.
6 Now, Uber -- if you look at my rates,
7 I'm getting 50 percent of what those
8 passengers are paying, as well as --

9 TIMEKEEPER: 30 seconds remaining.

10 MS. VILLAMIL: -- Uber is charging
11 over \$20 for a very short ride that's,
12 like -- and we're not getting that full,
13 like, \$10. I'm getting \$6 -- \$7.
14 Whatever Uber is charging them versus
15 us, they are increasing and we're not
16 seeing that.

17 Also, the \$4 limit is really the --
18 humiliating honestly because they are
19 forcing us to take lower and lower short
20 rates to increase our utilization rate,
21 however, it's not increasing us more
22 money.

23 TIMEKEEPER: Time has expired.

24 MS. VILLAMIL: It's just more time.

25 So, please -- thank you. All right.

1 That's it.

2 MS. ELUTO: Thank you.

3 Our next speaker is Mohamed Mohamed.

4 You can un-mute and begin.

5 MR. MOHAMED: Hi. My name is
6 Mohamed Mohamed. I'm an Uber driver for
7 more than 10 years. My car is 2015 and
8 I am a member in NYTWA.

9 I can't update my car because of the
10 policy that Uber keep practicing against
11 the drivers enslaving them, and cheating
12 them, and taking, like, more than 50
13 percent commission.

14 And, also, thank you for the
15 Commission that, you know, said that
16 Uber lie about, you know, the car model
17 five years ago. It will be not able to
18 work with Uber and thank you for TLC
19 that they denied that and said that Uber
20 are lying.

21 And I'm so sorry that Josh Gold come
22 today again and keep spreading lies. At
23 every hearing, he comes spreading lies,
24 bring fake number from his data. I have
25 a taxi -- tax summary from Uber and I

1 have here all the numbers -- all the
2 numbers.

3 We -- I lost myself during that --
4 the lockout -- the three or four months
5 is lockout by Uber, I lost about 9,000
6 -- \$9,810 only, like, about in three
7 months because of the lockout and I made
8 less -- less trips than before in the
9 same months, which is, like, May, June,
10 July, and August.

11 I lost about 295 trips, which is
12 equal \$9,810 only in this month --

13 TIMEKEEPER: 30 seconds remaining.

14 MR. MOHAMED: -- and Uber keep --
15 Uber keep claiming that we're making
16 more money than before and our expense
17 is less than before.

18 We -- I made net -- net earning less
19 than 2003 (sic), eight percent -- 8.76
20 percent less than '23 and Uber keep
21 making more profit than before.

22 So, please -- please, I need TLC to
23 practice more policy that impose penalty
24 to Uber that --

25 TIMEKEEPER: Time has expired.

1 MR. MOHAMED: Thank you.

2 MS. ELUTO: Thank you.

3 Our next speaker is Bikash Khanal.

4 MR. KHANAL: Hi. Good morning --
5 hi. Good morning. Commissioners.

6 MS. ELUTO: Good morning.

7 MR. KHANAL: Thank you for giving
8 this opportunity, Commissioners, for
9 today.

10 I am an Uber/Lyft driver from 2022.
11 I am a wheelchair accessible driver --
12 driver in New York City. I purchase the
13 wheelchair accessible vehicle with based
14 -- with Uber and Uber is not -- is not
15 dispatching me with wheelchair
16 passengers, as well as UberX trips in
17 New York City.

18 I purchased the vehicle at a high
19 cost. It costs 13, 14k to convert the
20 vehicle into wheelchair accessible, but
21 Uber is not paying -- paying -- paying
22 me to pay the vehicle gas and wear and
23 tear.

24 For the -- for the Uber wheelchair
25 accessible -- I mean, the way trip, Uber

1 is paying only -- only \$13, but the Lyft
2 is paying \$15. That is \$3 difference
3 between the both apps. I don't know
4 why. I want to know the answer from the
5 Uber.

6 And, also, they are not --

7 TIMEKEEPER: 30 seconds remaining.

8 MR. KHANAL: -- they are not
9 dispatching the trips because they have
10 to pay the web defenses, which is 47
11 cents per mile from all the vehicles.

12 And I went to the -- I went to the
13 Uber support for several times. They
14 are not listening. That's why I am
15 choosing this platform to spoke my
16 problems.

17 That's it. Thank you. Have a good
18 day.

19 CHAIR DO: The Office of Community
20 Affairs will reach out to you, Bikash,
21 and chat with you to record what some of
22 the issues are so that we can
23 investigate. Thank you.

24 MR. KHANAL: Okay. Do you have my
25 all information there, sir?

1 CHAIR DO: We do.

2 MR. KHANAL: Okay. Got it. I am
3 waiting your response, sir.

4 Thank you. Have a good day,
5 Commissioner.

6 MS. ELUTO: Our next speaker is
7 Jorge Mejia.

8 Mr. Mejia, can you un-mute your
9 microphone?

10 (No response.)

11 MS. ELUTO: Mr. Mejia --

12 MR. MEJIA: Hello. Can you hear me?

13 MS. ELUTO: Yes --

14 MR. MEJIA: No -- can you hear me?

15 MS. ELUTO: Yes, go ahead.

16 MR. MEJIA: Hi. Thank you,
17 Commissioner.

18 Can you hear me?

19 MS. ELUTO: Yes.

20 MR. MEJIA: Okay. Yes, I just
21 wanted to express my concern.

22 I've been driving for about seven
23 years. During the lockout, I made about
24 10k less than previous years. Now, we
25 have this minimum -- about \$4 or 90 and

1 change sometimes for the minimum rides.
2 We need you guys to do something to
3 help us. You need to raise the minimum
4 and raise the fares. We have families
5 to feed. We have kids to feed. We have
6 to put bread on the table. We can't
7 just work to pay for car payment and car
8 maintenance. We have to make a living
9 on top of everything else we have.

10 We have to pay rent. Inflation is
11 up to the roof. I mean, we need common
12 sense. We live -- you know, we work in
13 New York City. We live in New York
14 City. It's -- it's difficult here. You
15 know, people need to wake up and, you
16 know, inflation is real for everybody.

17 Insurance -- when I started,
18 insurance was about -- seven years
19 ago -- was like 34, 35. Now, it's about
20 4,000. Plus you have to pay property
21 insurance. That's a different insurance
22 to cover for your property. When you
23 have a car loan, you have to have
24 property insurance.

25 TIMEKEEPER: 30 seconds remaining.

1 MR. MEJIA: You have to pay for gas.
2 It's a lot of stuff you have to pay for.
3 You know, we need to have fair wages.

4 We need help from you guys, please.
5 Thank you. That's all I have to say.

6 MS. ELUTO: Thank you.

7 Our next speaker is Ishtiaq Ahmed.

8 MR. ISHTIAQ AHMED: Hi. Good
9 afternoon. I'm a member of New York
10 Taxi Workers -- can you see me?

11 MS. ELUTO: Yeah -- I can hear you.
12 I can't see you.

13 MR. ISHTIAQ AHMED: How to turn on
14 the camera?

15 MS. ELUTO: I think that's in your
16 control.

17 MR. ISHTIAQ AHMED: I have only
18 coming mute and un-mute. No camera
19 option coming.

20 MODERATOR: Please go on with your
21 testimony.

22 MR. ISHTIAQ AHMED: It's okay if
23 camera not coming on. It's okay. No
24 problem.

25 I'm a proud member of New York Taxi

1 Workers Alliance last four years and I
2 am driving in Uber since Uber came here
3 2012.

4 And in 2013 when it's the black car,
5 the minimum fare was -- driver was
6 getting \$9.60. How this is like -- is
7 the Uber is going with \$4 this last like
8 a month and they make the complaint the
9 gas is going below and they put like
10 5.60 to \$4 minimum fare.

11 If you pick up, like, a minimum
12 local job, it's \$4 job. It takes a
13 minimum at least 18 minutes. Five
14 minute to pick up time and then you go
15 wait for outside five to six minutes,
16 and then five minute to six minute
17 drop-off. 18-minute job, it cost you
18 \$4. How this possible in New York City?

19 And compared to the insurance
20 prices -- I'm not saying too long
21 because I'm driving almost 20 years in
22 New York City -- just last two years,
23 2023, insurance was over 3,400, and last
24 year was 4,000, and this year I call.
25 They give me price \$4,400 if you --

1 TIMEKEEPER: 30 seconds remaining.

2 MR. ISHTIAQ AHMED: -- And also I
3 want to know the Uber is a violent
4 company. They always lying. Whenever
5 at TLC has some kind of hearing, they
6 harass me to talk to the drivers and
7 they're saying they are taking out the
8 cars -- five-year car -- this -- blah,
9 blah, blah.

10 But I am really thankful to Uber.
11 They also steal our money, but thank God
12 for New York Taxi Workers Alliance.
13 They got this money back. We want to
14 tell to the TLC, we need minimum at
15 least. You have to think about this at
16 this \$8 minimum fare.

17 Thank you so much. My time is up.

18 MS. ELUTO: Thank you.

19 Our next speaker is Daouda Diaby
20 Gassama.

21 You can -- yes.

22 MR. GASSAMA: Hello. Good morning,
23 everybody.

24 My name is Daouda Diaby Gassama.
25 I'm calling from New York City. I'm a

1 member of the NYTWA.

2 A lot of people have spoken a lot of
3 things. I will just have to go on to my
4 own point as well.

5 First and foremost, I'm here to talk
6 about the minimum rate they are paying
7 for the trip. You know, I get even \$3
8 sometimes. The proofs are here. You --
9 sometimes I drive 10 minutes -- 7
10 minutes to 8 minutes -- 10 minutes to
11 pick-up a customer who is going on a
12 five-minute trip or even lesser.

13 A total waste of time and the money
14 is like -- it's absolutely nothing --
15 right.

16 Secondly, out of town rate:

17 You pick up somebody from the
18 airport outside. I go all the way to
19 Connecticut. They pay you \$50 or maybe
20 \$60 ride. Right on your way coming
21 back, you'll be lucky to see a trip, and
22 when you see a trip, take the person
23 back to the airport, they'll pay you
24 \$20, even \$25.

25 Like, what's going on? What is

1 really happening? What did we drivers
2 do? It's abuse. It's so painful. What
3 did we do? We do everything TLC asks us
4 to do. We do everything -- everything.

5 Everything goes up, but our pay goes
6 down. What's the point? We do
7 everything to make sure we get the
8 customers to their destination safely,
9 but what do we get in return?

10 TIMEKEEPER: 30 seconds remaining.

11 MR. GASSAMA: What do we get in
12 return? What do we get -- What did we
13 do? Nobody is fighting for us -- no
14 one. Everything keeps going up --
15 frustration. People are going through a
16 lot. Meals -- everything goes up, but
17 the driver pay never goes up.

18 What did we do? You guys tell us to
19 do everything. We do it. We do
20 everything -- all the stickers in the
21 car, everything -- everything we're
22 doing. We do -- you come up with new
23 rules. We do it, but what did we do
24 that our pain never goes up. What did
25 we do? Please --

1 TIMEKEEPER: Time has expired.

2 MS. ELUTO: Thank you.

3 Our next speaker is Hubert Boland.

4 Mr. Boland, can you un-mute your
5 microphone?

6 (No response.)

7 MS. ELUTO: Okay. We will move onto
8 David Obeissant.

9 Mr. Obeissant -- yes, go ahead.

10 (No response.)

11 MS. ELUTO: Sir, you have to turn
12 off your -- un-mute your mic.

13 MR. OBEISSANT: Hi. My name is
14 David -- David Obeissant. I'm so happy
15 you take my call because I'm on the
16 central from IDG because I'm a member of
17 this union.

18 This is more than five years where
19 we fight for only one thing. How we can
20 -- our pay going up. For more than five
21 years we're still fighting for the same
22 reason.

23 One thing I'm going to say about it,
24 because I think Uber take on now -- on
25 (indiscernible) -- that's me -- it take

1 everyone -- even Eurotaxi, green car --
2 everybody on one platform. Now, he
3 tried to go out to sue us because we've
4 asked for the higher pay.

5 How are we going to survive if -- I
6 think the Commission -- Commissioner
7 James -- Jim said, for the premium, you
8 pay more. But on 2018 when the data was
9 out, they don't take -- they don't make
10 those thing and for EV, you don't have
11 outdoor charger to pay for all those
12 electric cars now.

13 Now, we coming out with some
14 solution now. Please, thank you. Stop
15 give all those ticket for bus lane.
16 Stop give us --

17 TIMEKEEPER: 30 seconds remaining.

18 MR. OBEISSANT: -- all those tickets
19 because we pick up disable passenger.
20 We can't stop on the other side.

21 And then the most important thing
22 also, we try to make us driving more
23 than 10 or 15 miles to pick up a
24 passenger for five minutes driving
25 because Uber have no sense of knowledge

1 now. He tried to go down our price \$5.
2 The gas is \$3.49. How are we going to
3 survive with those thing now?

4 TIMEKEEPER: Time has expired.

5 MR. OBEISSANT: Thank you -- all of
6 you -- for giving us opportunity to talk
7 it because our voices matter. Please
8 make your voice heard.

9 CHAIR DO: Thank you.

10 I'm going to call -- based on some
11 of the drivers' comments and advocacy
12 comments, I'm going to call Dr. James
13 Parrott back up for a couple of
14 additional questions that I have.

15 Dr. Parrott, are you still there
16 with us?

17 MR. PARROTT: I am.

18 CHAIR DO: Okay. Great.

19 Can you -- in your piece in the
20 Daily News this morning and then what
21 I've heard from some of the drivers
22 around commission, or, quote/unquote,
23 what you said in your piece is, Uber's
24 take.

25 Can you talk a little bit about how

1 that works and how that has increased
2 over the last seven years?

3 MR. PARROTT: Yeah, so Uber makes
4 this argument that the increase in
5 driver pay is pushing up passenger
6 fares. Well, it makes a difference what
7 time period you're talking about.

8 So, in looking at TLC data, you can
9 see that from the second half of 2019 to
10 the second half of 2021 -- you know, and
11 that's a relevant time period because
12 the City had started to recover from
13 COVID in -- in late '21, and, of course,
14 the second half of 2019 was, you know,
15 the second half of the first full year
16 that the driver pay standard was in
17 effect -- there were some -- things were
18 a little bit volatile in the -- in the
19 first half of the -- of 2019 because the
20 companies were going public at that
21 time, and fares went down, and then they
22 went way up.

23 And we noticed, by the way, that --
24 that when fares went up in New York
25 City, they also went up in Chicago. In

1 2019, Chicago had no -- had no pay
2 standard at all. So, what's the --
3 what's the driving force behind
4 passenger fare increases there.

5 So, if you look at this second half
6 of 2019 to second half of 2021, the
7 passenger fare and the driver pay went
8 up about the same. Uber's share of the
9 passenger fare went up a little bit
10 higher -- went up about 10 percent
11 higher. When you switch though to a
12 more recent period -- the last half of
13 '21 compared to the last half of '23 --
14 keep in mind that it -- that as the City
15 was recovering, and Uber/Lyft were
16 trying to recruit drivers back to the
17 platform, they were providing, you know,
18 additional incentives and bonuses.

19 So, if you factor bonuses into trip
20 pay and look at -- look at average trip
21 pay, there was no increase because
22 bonuses went down. Bonuses went away,
23 basically, in this -- in the second half
24 of 2023 because a lot of drivers were
25 already back on the platform.

1 Driver pay was unchanged over that
2 period. There was about a \$3.14
3 increase in average passenger fares and
4 all of that increase in passenger fares
5 went to Uber over that period. So,
6 driver pay was flat, but Uber's take
7 increased by \$3.14 -- all of the
8 increase in the -- in the passenger
9 fare.

10 So, you know, I wrote that in the
11 Daily News to sort of add perspective to
12 some of their arguments that you hear in
13 public about relationship between
14 passenger fares and driver pay.

15 CHAIR DO: And, you know, this idea
16 that Lyft -- and I believe Uber has also
17 said -- that increase in driver pay and
18 what we're trying to do might depress
19 demand by four to eight percentage
20 points -- I believe, is what the
21 testimony was.

22 What are your thoughts on that, and,
23 you know, where can they make that up --
24 and I think they can make it up from
25 their take, right?

1 MR. PARROTT: Well -- so, they
2 certainly have the latitude to do that.
3 These are companies that have incredible
4 pricing power.

5 Keep in mind, there are only two
6 companies in this -- in this market --
7 in the high-volume for-hire vehicle
8 market. Uber has about three quarters
9 of the market; Lyft about a quarter.
10 Lyft tends to follow the pricing moves
11 that Uber makes.

12 Economists would call this an
13 oligopoly or a duopoly; two companies
14 dominating the market, being able --
15 having the power to set fares regardless
16 of what's happening to -- to cost or --

17 So, if they do anticipate that there
18 will be some, you know, fall-off in --
19 in passenger demand, they have
20 considerable latitude to adjust their
21 own take rates.

22 Uber's profit report for the fourth
23 quarter came out this morning, and, you
24 know, it shows that their revenues are
25 up by almost 20 percent in the fourth

1 quarter.

2 You know, I haven't analyzed that
3 financial report in detail, but there's
4 a picture there that the company is
5 doing pretty well, and that it has a lot
6 of pricing power, and they have made
7 sure that their shareholders understand
8 the pricing power that they have.

9 CHAIR DO: And then finally, Dr.
10 Parrott, some of our drivers this
11 morning have brought up this reduction
12 in minimum driver fare. I guess it was
13 above \$4, but today it's now sub \$4.

14 But what are your thoughts on -- on
15 that? So, I guess for shorter trips,
16 drivers used to receive a certain
17 amount. I think it was 5 or \$6. Today
18 that's \$4, and so I wanted to know your
19 thoughts on that.

20 MR. PARROTT: Yeah, so -- I mean --
21 so, that's not an issue that I've looked
22 at carefully, but I do know from what's
23 going on in other cities where there's
24 there has been talk about, you know,
25 ways to protect driver pay and to

1 regulate the for-hire vehicle industry.

2 The minimum per trip pay is 5, 6, or
3 \$7 per trip in Minnesota, in -- in
4 Seattle and Washington State. Toronto
5 is also proposing a pretty significant,
6 you know, minimum driver pay -- minimum
7 trip fare. So -- minimum trip pay for
8 drivers.

9 So, that's certainly, you know,
10 something that bears looking at in New
11 York City.

12 CHAIR DO: Okay. Is there any other
13 questions from Commissioners?

14 (No response.)

15 CHAIR DO: All right. Thank you,
16 Dr. Parrott.

17 MR. PARROT: Thank you.

18 CHAIR DO: I'm going to call a
19 five-minute break at this point. We
20 will resume at 11:55 a.m.

21 Thank you.

22 (Recess taken.)

23 CHAIR DO: The time is now 11:55
24 a.m. and we'll continue with our public
25 hearing.

1 I'll turn it over to our general
2 counsel, Sherryl Eluto.

3 MS. ELUTO: Okay. Our next speaker
4 is Hubert Boland.

5 Mr. Boland, you can un-mute your
6 microphone and begin.

7 (No response.)

8 MS. ELUTO: Mr. Boland, you have to
9 un-mute the microphone.

10 (No response.)

11 MS. ELUTO: Okay. We're going to go
12 on to Amonfo Acebu (phonetic).

13 (No response.)

14 MS. ELUTO: Is Mr. Acebu here --
15 (perusing). I don't see him present --
16 oh, there he is.

17 Okay. Mr. Acebu, if you can un-mute
18 your microphone -- yes.

19 MR. ACEBU: Hello.

20 MS. ELUTO: Hello. Go ahead.

21 MR. ACEBU: Hello. Can you hear me?

22 MS. ELUTO: Yes.

23 MR. ACEBU: Hi. Good morning.

24 So, I've been driving for Uber for
25 almost nine years and most of us doing

1 this job are either low or middle class
2 employees.

3 So, my -- my -- my big question to
4 the Commissioner is that, you know,
5 renting TLC plates or TLC cars is one of
6 the factors that has affected drivers'
7 pay.

8 So, what is the Commissioner doing
9 about it going forward cause I believe
10 that for us, and some of the drivers who
11 have worked for more than eight years,
12 deserve a plate at this point.

13 So, what is the Commissioner doing
14 about the plate -- and I think that will
15 also help reduce some of our -- our cost
16 when it comes to renting and the last
17 time I take my renting fees, I paid
18 close to 20,000 --

19 TIMEKEEPER: 30 seconds remaining.

20 MR. ACEBU: -- yeah, I paid 20,000
21 for the whole year.

22 So, you know, with drivers who have
23 had their time in for about eight years
24 should be given a plate. So, what is
25 the Commission doing for us when it

1 comes to the plate?

2 Thank you.

3 MS. ELUTO: Thank you.

4 Our next speaker is Ushyed Ahmed.

5 Mr. Ahmed, you need to un-mute your
6 microphone.

7 MR. USHYED AHMED: Hi. My name is
8 Ushyed Ahmed and I am an Uber and Lyft
9 driver. I drive EV.

10 First of all, thanks to Commissioner
11 David Do because he give us chance to
12 get EV plate.

13 So, I'm driving my Tesla and I am
14 very happy with it, but the problem is
15 the insurance because we are not getting
16 full coverage for -- for the EV. As you
17 know, that, like, if anything happened,
18 it's gonna cost driver \$20 at least --
19 \$20,000 at least to fix the car.

20 Like, most of driver don't have
21 because they have to provide their
22 family. Also, they have to maintain the
23 cost for -- for the car, and insurance,
24 and everything.

25 And my second opinion is, like, Uber

1 and Lyft, they are just paying \$4 even
2 though they have ability to pay minimum
3 \$10 driver -- for the drivers because
4 they have, like, separate ride option.
5 Even though if you take the Comfort,
6 they charge double then the X, but we
7 are getting only \$4 per ride.

8 Also, for the Comfort, we want --
9 like, minimum payment is \$8 -- 8 or \$10
10 at least, so we can make better earning,
11 you know.

12 And also for that charging is cost
13 -- for the charging, it take long.
14 Like, we have to wait in the line --

15 TIMEKEEPER: 30 seconds remaining.

16 MR. USHYED AHMED: -- yes -- we have
17 to wait in the line and we need, like,
18 more open space for that to start
19 charging so we can avoid the, you know,
20 garage fee because lot of drivers, they
21 don't want to pay the garage fee.

22 They are charging \$10, \$20 in
23 Manhattan. You have to pay \$20 for the
24 parking, then also you have to pay for
25 the charging. It costs twice than the

1 (indiscernible).

2 So, that's my all opinions. You
3 should focus on this. Thank you so
4 much.

5 MS. ELUTO: Thank you.

6 Our next speaker, Osiris Vasquez.

7 Please un-mute your microphone, Mr.
8 Vasquez.

9 MR. VASQUEZ: Hello.

10 MS. ELUTO: Hello.

11 MR. VASQUEZ: Can you guys hear me?

12 MS. ELUTO: Yes.

13 MR. VASQUEZ: Okay. Great.

14 No, I really appreciate the
15 Committee. I really appreciate the
16 Commissioner, David, for clarifying that
17 we no longer have to switch up cars
18 every five years.

19 I've honestly lost sleep over that
20 and I wanted to take this time to lament
21 for my constituents in this space and
22 the hard times that they're going
23 through.

24 I just really -- I'm just real -- I
25 feel really grateful that we don't have

1 to switch our cars every five years and
2 that's the main reason why I'm here.

3 Also, I would like to perpetuate the
4 idea of increasing the minimum payments.
5 It has been \$4 and it is kind of
6 embarrassing that we're getting paid 4
7 something in the five boroughs. That's
8 kind of unacceptable.

9 I'd also like to agree with the
10 second speaker that I've heard today,
11 which is, please minimize the plates
12 that are being given out and please do
13 something about the EV infrastructure.

14 It seems like a lot of us are
15 struggling with finding ways to charge
16 EVs.

17 As far as everything else is
18 concerned, there's nothing else for me
19 to say except I appreciate the TLC for
20 everything they've done so far.

21 Thank you.

22 MS. ELUTO: Thank you.

23 Our next speaker is Blerim Skoro.

24 I don't -- there you are.

25 Yes, can you un-mute your microphone

1 and begin?

2 MR. SKORO: Hi, to all of you. I'm
3 an Uber driver almost decade and I'm a
4 part of union NYTWA. I have a few quick
5 questions.

6 I live in Staten Island, and in
7 Staten Island before when you pick up
8 passenger, you used to get the paid
9 toll. Since the last December, we don't
10 get no more paid toll.

11 \$7 toll we have to pay from our
12 pocket for passenger and Lyft does pay,
13 but Uber never pays that since last
14 year. I don't know what's going on.
15 How we can afford.

16 And another thing, I was just
17 looking at my earning of 2024 and 2023.
18 I'm at least \$30,000 less of 2024 from
19 2023 and I'm a full-time Uber driver and
20 father of three kids.

21 I had the accident in August 11th
22 last year, 2024, and my car cost was to
23 fix the car, \$5,400. Non-fault -- I
24 was -- it's not my fault. I got hit in
25 Verrazano Bridge in HOV lane from

1 different driver and the insurances
2 refused to pay our cost of the car.

3 They're saying, "This is how we
4 estimate". "This is our" -- you know --
5 "estimation cost". How can we afford to
6 pay all these expenses and we're going
7 lower and lower.

8 I tell you, this has been two years
9 I'm in a debt working with Uber almost
10 decade and I don't know what we're going
11 to do. What TLC does for us, when Uber
12 keep last year blaming on TLC saying,
13 "Oh, TLC --

14 TIMEKEEPER: 30 seconds remaining.

15 MR. SKORO: -- forcing to be
16 offline" and TLC keeping quiet. How
17 come TLC doesn't take action to sue
18 them -- take them in a court because if
19 you blaming somebody to accused faults,
20 it's a federal crime. So, why TLC
21 doesn't investigate this and -- you
22 know, to sue the Uber because there was
23 lying all the year.

24 And another thing, if you look at
25 the prices, lot of drivers, I feel bad.

1 I'm almost 35 years here and they don't
2 know the laws. They don't know the
3 rules and poor guys -- they're
4 hard-working guys.

5 TIMEKEEPER: Time has expired.

6 MR. SKORO: They don't see the
7 prices. Prices are crazy when we take
8 trips from New Jersey, for example. I
9 can show it to you guys.

10 Yesterday, I have a -- I got paid
11 from New Jersey \$17, but Uber themselves
12 took \$33 commission. I lose 17 percent
13 this. I cannot believe it -- and why
14 the government doesn't investigate Uber
15 and Lyft because it's a crime. What
16 they're doing to us, believe me that
17 it's a crime.

18 So, we need more from TLC to
19 investigate. I have 50 evidence in my
20 phone how many times Uber overcharging
21 commission. I have 50 proofs in my
22 phone to prove it to you guys to see it.
23 Uber says 17 percent. It's never 17
24 percent. I get paid \$40, Uber takes
25 \$50. How is that possible?

1 You know, please, you guys need to
2 help. We are -- I'm a father of three
3 kids. We're really having a problem.
4 This is a -- one day it's going to be
5 serious for the government.

6 Look, they're failing to investigate
7 Uber. Uber definitely, please, need to
8 be investigated and charged with federal
9 crime. What they're doing to us,
10 they're abusing. You guys have my
11 information. I can provide all the
12 evidence you guys need.

13 Thank you very much.

14 MS. ELUTO: Thank you.

15 Our next speaker is Jose Lebron.

16 Mr. Lebron, please un-mute your
17 microphone.

18 MR. LEBRON: Yes, hello. Can you
19 put it on my cam?

20 MS. ELUTO: I don't have that power.

21 MR. LEBRON: Yes, because I cannot
22 show my camera.

23 MS. ELUTO: I don't know why, but we
24 can certainly --

25 MODERATOR: Please move forward with

1 your testimony.

2 MS. ELUTO: Okay. We'll get back to
3 you, Mr. Lebron.

4 Our next speaker is Yadab Poudel.

5 Mr. Poudel, if you can un-mute your
6 microphone.

7 (No response.)

8 MS. ELUTO: Please --

9 MR. POUDEL: Hey --

10 MS. ELUTO: -- please begin -- yes,
11 we can hear you.

12 MR. POUDEL: Hi -- yeah. My name is
13 Yadab Poudel and I've been driving in
14 the City for almost, like, eight years
15 and I have couple of questions.

16 Just like my previous colleague
17 said, in Manhattan, if we take a trip,
18 like, you know, for 12-minute trip the
19 prices are like 25, \$26 -- I have a
20 proof -- and they pay us, like, \$9.
21 They take out for themselves \$10 and
22 it's a charge for the tax and
23 everything -- maybe another 5, \$6.

24 And just like the law passed in
25 Colorado, I want the TLC also passing

1 the rule that the passenger could see
2 how much the amount they pay goes to the
3 driver so that the driver pay
4 automatically increases because, like,
5 the person that thinks, like, if they
6 pay \$25, maybe driver getting \$15,
7 right.

8 But -- and they don't pay tip
9 because the price is already so high.
10 But if they see that how much Uber is
11 taking, they will be definitely more
12 passenger, they're willing to
13 (indiscernible) just to see how minimum
14 they are getting paid. So, there is the
15 one thing.

16 And another thing is, like, the TLC
17 rule, which is like if someone takes a
18 picture in the bike lane, bus lane of
19 the car, the TLC sends us a blank ticket
20 for that. That is, I think, very unjust
21 thing to do because everyone can take a
22 picture and send to TLC and TLC sending
23 us --

24 TIMEKEEPER: 30 seconds remaining.

25 MR. POUDEL: -- ticket because,

1 like, you know, most of the time,
2 sometime we'll have to go around the
3 bike lane because the road is blocked by
4 the other car or sometime there is
5 another incident going on -- emergency
6 vehicle in front of us.

7 So, many things could happen and
8 without any other evidence, TLC just
9 could send us the ticket three weeks,
10 four weeks later, when even we don't
11 have our dash cam memory available at
12 this point, right. So, we don't have
13 anything to defend, but we pay the fine
14 or, like, plead guilty. That is really
15 unjust thing, I think --

16 TIMEKEEPER: Time has expired.

17 MR. POUDEL: -- and so many drivers
18 are facing the issue and this is the
19 very important issue.

20 I think the TLC needs to add this,
21 because without any, like, you know,
22 evidence -- big evidence, drivers should
23 not be getting those tickets every day,
24 and there's a big problem, and I have
25 been paying that ticket for like, three,

1 four years.

2 Every two, three months, there is a
3 ticket. Somebody take a picture and
4 send to TLC. They don't do -- after two
5 months, TLC send us a ticket that is
6 definitely, I think, unjust for all the
7 hard-working drivers.

8 Thank you.

9 MS. ELUTO: Thank you.

10 Our next speaker is Jose Lebron.

11 MR. LEBRON: Yes, hello. Thank you.

12 Hello -- and I see some person
13 there.

14 Okay. Thank you to the -- to the
15 Commissioner. Thank you to David Do and
16 to all the people that be in this
17 meeting.

18 I want to start with -- with the
19 last two guys that I saw giving you a
20 concern about this situation. One of --
21 one of them was crying. Another of them
22 was frustrated because that's the real
23 -- that's the real moment that we are
24 living.

25 I got to think about the person that

1 bought the electric car because I'm --
2 I'm around there for electric car,
3 especially bZ4X Toyota 2023.

4 When we bought that car, we bought
5 that car because the City -- the TLC and
6 all -- all of these situation for
7 another plate push us to buy that car.
8 When I bought that car, I had to do a
9 lease for \$76,000. The cost of the car
10 was \$59,000. Now, in this time, the
11 cost of this car in the market is only
12 \$32,000.

13 We was cheated by that situation
14 because nobody -- nobody -- they care
15 about us and that's it. The same
16 situation that we have in the City with
17 the -- with the application and we say
18 -- the whole thing that we have to pay
19 to the City.

20 If you see when -- when the customer
21 paid \$100, we only get 35 -- \$35 because
22 the fee --

23 TIMEKEEPER: 30 seconds remaining.

24 MR. LEBRON: -- in the application,
25 they're all of our money and then we

1 want to ask about, who is taking care
2 about us? Now, we have a big situation
3 because we have a car and maybe I going
4 to finish to pay my car in 2029, but in
5 2028, I cannot be driving my car because
6 it's only five year.

7 That is ridiculous and this
8 situation about the utilization rate, we
9 have to know something. We don't go and
10 increase the money for now because if
11 you get more utilization rate --

12 TIMEKEEPER: Time has expired.

13 MR. LEBRON: -- more of the
14 utilization rate, the people don't go to
15 request more. That is -- that don't
16 make sense. That only make saying that
17 on that application if -- if we have
18 less driving on the street and we're
19 going to get less driving on the street
20 if we put it out, the car only in five
21 years and that is ridiculous for us.

22 We don't accept that. We are
23 fighting and we need some help. We need
24 some help because we are cheating from
25 the City. Now, we are paying an

1 expensive electric charge. We don't
2 have charge point. They're supposed to
3 be the cost, 32 cents, and we are paying
4 69 cents, and nobody say nothing again.

5 We are paying too much. We are
6 getting crazy like that two people that
7 -- I saw one people crying -- one
8 brother -- one brother driving crying
9 and another frustrated because everybody
10 is cheating on us and nobody is helping
11 us.

12 And that is my message. We need
13 help from you, TLC. We need help from
14 the City. We need to be sitting on the
15 table and fix this situation because we
16 are getting crazy and we are the 80
17 percent of the people that be getting
18 crazy and we need help.

19 We need help with that or --

20 CHAIR DO: Thank you.

21 MS. ELUTO: Thank you.

22 Our next speaker is Golam Mahbub --
23 Mahbub -- sorry - Mahbub.

24 MR. MAHBUB: Hi -- hello. Can you
25 hear me?

1 MS. ELUTO: Yes.

2 MR. MAHBUB: Okay. So, thank you
3 for giving me --

4 UNKNOWN SPEAKER: It's going to be
5 my turn, can you un-mute --

6 MR. MAHBUB: Can you hear me now?

7 MS. ELUTO: Yes, go right ahead.

8 MR. MAHBUB: Yeah -- thank you for
9 giving me opportunity to speak today.

10 So, it's real hard to say all the
11 thing in two minutes, but I was trying
12 my best to say all of the things.

13 So, first of all, we lose money.
14 There's no question about it. So, we
15 lose about, like, \$12,000 and every time
16 we come up a raise and there is some way
17 Uber kind of takes away.

18 So, you know, lot of people talk
19 about how minimum payment gets shrinked
20 (sic) and we're getting less, like,
21 (indiscernible trip -- and short like
22 that. So, per se, one -- every day,
23 we're losing, like, 10, \$12. So, think
24 about how much money we're losing --
25 like, \$3,000 in a whole year.

1 And this is -- if you talk about you
2 increasing, like, four, five percent, it
3 is not enough. They have to do the
4 study better. You could pick some,
5 like, volunteer, or, like, you know,
6 real expenses from the drivers who have,
7 like, the (indiscernible) the
8 opportunity -- like, you know, tax file
9 or something. They can show you how
10 much the real cost of it --

11 TIMEKEEPER: 30 seconds remaining.

12 MR. MAHBUB: -- and, you know, you
13 can do better.

14 And, you know -- and moreover, it is
15 now the time to talk about how much
16 should Uber can take from the trip and
17 not other way. Like, how much we
18 getting paid. They are the company.
19 They do nothing. They just provide the
20 service.

21 So, really, City should think about
22 it. You know, this is not the right to
23 business they can do. This is the
24 privilege. So, I think --

25 TIMEKEEPER: Time has expired.

1 MR. MAHBUB: -- I want to say just
2 one more -- few more words.

3 Just, like, City should really
4 consider and re-evaluate all the
5 variable so driver can live their life
6 peacefully and also the other can do
7 business. It's just not that businesses
8 they take care of themselves and, you
9 know, a lot of people talk about how
10 much they're charging more.

11 So, I would say the TLC should
12 really study how much Uber deserves to
13 get a cut. Maybe they can set up a
14 limit, like, maybe 15 percent their cut.
15 So, that's how the other -- other money
16 can be goes towards the driver.

17 And what about thinking about
18 something, like, you know, in the
19 expense side. You know, risk management
20 fee from driver side cause every driver
21 is a business --

22 MS. ELUTO: Thank you. I'm sorry.
23 Your time is up. Thanks.

24 MR. MAHBUB: Okay -- all right.

25 MS. ELUTO: Thanks.

1 The next speaker is Anwar Malik.

2 MR. MALIK: Oh, thank you.

3 Good -- good afternoon -- yeah, good
4 afternoon. My name is Malik. I am a
5 driver advocate and a member of IDG.

6 First of all, I want to thank TLC
7 for proposing the pay raise. It's a
8 step in the right direction, but if
9 we're serious about protecting drivers
10 and fixing this broken industry, we need
11 more than just raises.

12 We need structural changes, starting
13 with causing the issuance of new
14 licenses and starting a wait list.
15 That's in the hands of TLC, not Uber or
16 Lyft. The only ones happy with these
17 proposed rules are the Yellow
18 Association and medallion owners right
19 now because it's just another step in
20 ruining Uber drivers' lives.

21 Right now, Uber and Lyft have too
22 much power to abuse drivers. They can
23 lock drivers out at any time to meet the
24 UR. The current proposal does not --
25 does nothing to stop this. A simple

1 72-hour warning before locking us out is
2 all they need to do to comply to your --
3 the rules you proposed.

4 Think about how easy that is for
5 them. They can send an email on Sunday
6 saying, "Starting Thursday, you won't be
7 able to work". They could even split us
8 into shifts; half online on three
9 days -- half the drivers online on three
10 days and then the other half online for
11 the rest of the week, and still lockout
12 thousands of drivers without breaking a
13 sweat.

14 TIMEKEEPER: 30 seconds remaining.

15 MR. MALIK: No, he got four minutes.
16 I'm going to complete this.

17 This is kind of -- this is the kind
18 of control they have over our
19 livelihoods.

20 TLC must make robust rules to stop
21 this. Bandages are not enough. If we
22 just keep increasing pay without pausing
23 licenses, we're only fueling for
24 over-saturation. Every raise will
25 encourage more drivers to flood an

1 industry that's already drowning.

2 That might sound good for Uber and
3 Lyft's bottom line, but not for us.

4 TIMEKEEPER: Time has expired.

5 MR. MALIK: Drivers are already
6 struggling to make ends-meet. It's a
7 disaster. We don't need more drivers
8 for those of us already here to earn a
9 stable income without constantly
10 fighting for scraps.

11 Secondly, we urgently need another
12 hearing. Uber and Lyft --

13 CHAIR DO: Please finish up.

14 MR. MALIK: Yeah -- Uber and Lyft
15 are now targeting older vehicles and
16 threatening to deactivate older cars and
17 forcing drivers to get new cars and be
18 in debt.

19 Many of us just finished paying off
20 our car loans and this is just another
21 way for them to squeeze us out to push
22 their agenda.

23 CHAIR DO: Thank you.

24 MR. MALIK: The TLC must create new
25 rules -- I'm sorry, just one second --

1 the TLC must create new rules --

2 MS. ELUTO: Thank you.

3 Our next speaker is Amdadal Haque.

4 Mr. Haque, can you un-mute your
5 microphone and begin.

6 MR. HAQUE: Hi. My name is Amdadal
7 Haque and thank you for everyone.

8 And I've been driving over seven
9 years of a TLC driver and every time
10 I've seen, like, they've been raising
11 the minimum wage, but still I have to
12 drive 10, 12 hours to make 300 to 350.

13 There's no point, like, to make
14 raise if after raising the tax, tax
15 start getting raise up -- the New York
16 City surge or the new one, congestion
17 price. Those cutting off.

18 So, if you raise the minimum wage,
19 still we are losing, like, more time.
20 Before, I used to work eight hours to
21 make 300 or 10 hours. Now, I work 12 --
22 12 hours to make 300, 350.

23 So -- and about the insurance now,
24 TLC, and Uber, and Lyft saying that
25 we -- we saving money to EV cars. The

1 EV car is more cost. There's one guy
2 hit on a car and it cost me, like, you
3 know, 10,000 and car bill was -- the one
4 I bought was 60,000. And right after I
5 got hit, and the bill was only got 20 --
6 20,000, and to fix the car, it cost me
7 10,000. How is possible?

8 So, everything is expensive. The
9 maintain is so high. Insurance is so
10 high. And also TLC complains --

11 TIMEKEEPER: 30 seconds remaining.

12 MR. HAQUE: Yeah -- when TLC
13 complains about someone -- the 311 -- we
14 have -- like, after 30 days, we got the
15 letter. We have no -- no -- nothing to
16 prove. We have a camera -- everything.
17 If it's possible that the complaint
18 should be get earlier.

19 And also the insurance -- TLC
20 insurance, when we got, like -- even
21 though our not fault, the TLC insurance
22 goes up and is really high now.

23 TIMEKEEPER: Time has expired.

24 MS. ELUTO: Thank you.

25 Our next speaker is Shodi Halimzoda.

1 Mr. Halimzoda, can you please
2 un-mute your microphone and begin?

3 (No response.)

4 MS. ELUTO: No -- okay.

5 MR. HALIMZODA: Hello -- yes.

6 MS. ELUTO: Go ahead.

7 MR. HALIMZODA: I don't see my
8 camera. You guys see it?

9 MS. ELUTO: No, but we can hear you,
10 so please go forward.

11 MR. HALIMZODA: Hi. I'm calling --
12 proud to be TLC driver -- professional
13 black car driver. I'm working in Uber
14 and Lyft since beginning.

15 I was started in San Francisco, both
16 home of Uber and Lyft. Last two years,
17 I'm proud to be a black car professional
18 driver in your City. We moved because
19 of family.

20 But here's the problem -- and then
21 back in days, the Uber, especially, and
22 Lyft started 20 percent beginning. That
23 been start and then 25 percent. Then
24 now is 50 percent. This is very, very,
25 very -- this is too much.

1 For example, you picking up the
2 passenger and drop-off, and then they --
3 Uber charge them \$200 and then they give
4 you half of the price. This basically
5 50 percent. This is another big issue.

6 I know another issue, this is
7 locking -- lockout. This is ridiculous.
8 You know what, this is abuse the system.
9 This is unconstitutional. You start
10 working 8 a.m. and you -- you don't know
11 and they keep pushing, keep pushing, and
12 they keep playing with your hand. At
13 maybe 11 o'clock turn it on, and then
14 maybe 12 o'clock turn it on.

15 This is unacceptable. This mentally
16 make you sick.

17 TIMEKEEPER: 30 seconds remaining.

18 MR. HALIMZODA: So, I want to say
19 thank you all the Commissioner --
20 everything you say and then -- then
21 whatever rules give you guys, Uber and
22 Lyft, please accept them. Don't just
23 turning off the driver. We are human.

24 We are -- you guys because of us,
25 you guys go both. You guys go to public

1 because of us -- all 50 states. We are
2 driver. We are proud to be professional
3 driver. I want to say thank you so
4 much.

5 MS. ELUTO: Thank you.

6 UNKNOWN SPEAKER: If you don't mind,
7 can I say just one word?

8 MS. ELUTO: No, sir. We're going on
9 to the next speaker.

10 Kevin Littles.

11 Kevin littles, you can un-mute your
12 microphone and begin.

13 MR. LITTLES: Hello?

14 MS. ELUTO: Yes, go ahead.

15 MR. LITTLES: So, I've heard a lot
16 of things. I'm an Uber driver. I do it
17 in Long Island. I don't really do it in
18 the City.

19 So, I would like to say, you know,
20 sorry to the guys who get the -- the bus
21 tickets cause I don't understand
22 anything about that.

23 I would suggest that you just -- if
24 you can, just communicate with the
25 passenger and just be, like, "Can you

1 meet me around the corner". A lot of
2 passengers understand.

3 I've heard a lot of complaints about
4 the insurance too. I don't know nothing
5 about that cause I don't have TLC. I
6 just have to have my regular insurance.

7 Sorry, I'm a little sick -- but what
8 I would like to say though is Uber and
9 Lyft, it's not a job. It's a -- it's
10 a -- it's an opportunity for financial
11 freedom.

12 It's not something where it's
13 supposed to be, like, you know, you do
14 this all day, every day. It's supposed
15 to allow you to be able to do multiple
16 things and have multiple streams of
17 income.

18 So, when you sit here and complain
19 about, you know, the pay -- you knew
20 what you signed up for when you signed
21 up for it. It tells you, you know, you
22 get paid a certain amount per mile and a
23 certain amount per minute, and that's
24 what you agreed to. So, to now come
25 back and, you know, say that, "Oh, it's

1 not enough. It's not enough". That's
2 what you agreed to.

3 Now, there is inflation. I do
4 understand that and, you know, people --
5 some people have said gas prices --

6 TIMEKEEPER: 30 seconds remaining.

7 MR. LITTLES: -- gas prices have
8 gone up and down, so I don't think that
9 that's a factor.

10 I just think that personally -- you
11 know, I've heard some people say they
12 put themselves in debt in order to drive
13 for Uber and I don't believe that Uber
14 made anybody put themselves in debt.
15 You put yourself in debt in order to
16 drive for Uber and Lyft.

17 All Uber and Lyft says is, then you
18 need a specific car, and then you could
19 drive for Uber and Lyft and I just --

20 TIMEKEEPER: Time has expired.

21 MS. ELUTO: Thank you.

22 Our next speaker is Saif Aizah.

23 How close was I?

24 MR. AIZAH: Hello -- perfect.

25 MS. ELUTO: Okay.

1 MR. AIZAH: Thank you,
2 Commissioners, for allowing us to speak.

3 First of all, I don't want to
4 comment on the last lawyer for Uber.

5 Anyway, I am a member of the New
6 York Taxi Workers Alliance and first of
7 all, I want you all to understand what
8 we're going through. We all -- the
9 brother, Daouda, that could not hold his
10 tears and cried. I was unfairly
11 deactivated by Uber. Now, I only drive
12 for Lyft.

13 Driving for one ride-share company,
14 I am struggling to pay my rent, my car
15 payments -- which is \$637 a month -- my
16 TLC insurance, which is \$400 a month --
17 and it went up again -- this year,
18 increased by another 400. Also, I'm
19 having problems paying other expenses.

20 Beside the lockouts, which added
21 injury to the wound from June of last
22 year to January of this year, these
23 rates make it worse to earn a living
24 with dignity. Despite the fact that we
25 drivers are risking out in the street,

1 making a sacrifice working in hazardous
2 conditions, responsible to pay all our
3 bills, we are being challenged with low
4 -- with low rates that keeps getting
5 lower and lower, which on the other
6 hand, living costs and other expenses
7 just keeps going higher and higher.

8 Local trips is only \$4 -- \$4 for a
9 local trip, which is not fair. How much
10 will you get out of this local trip?

11 TIMEKEEPER: 30 seconds remaining.

12 MR. AIZAH: Also -- yes -- also out
13 of town trips, TLC must double the fares
14 for coming back to New York City. With
15 these rates, I am struggling to pay my
16 bills and all the expenses.

17 I completed 3,214 trips in 2023
18 compared to 2,761 trips in 2024, a
19 difference of 453 trips and I grossed
20 7,000 -- 75,728 in 2023 compared to
21 44,000 --

22 TIMEKEEPER: Time has expired.

23 MR. AIZAH: -- 44,589 in 2024 -- one
24 more, one more -- a difference of
25 \$31,139.

1 We call on TLC to pass the proposed
2 rules with the New York Taxi Workers
3 Alliance amendments, including a new
4 higher minimum fare and double the rates
5 for out of town trips.

6 Thank you.

7 MS. ELUTO: Thank you.

8 Our next speaker, Ibrahim Zoure.

9 Mr. Zoure, can you please un-mute
10 your microphone and begin?

11 MR. ZOURE: Hi. My name is Ibrahim
12 Zoure. I'm a member of NYTWA and today
13 I'm hearing from many of IDG member, and
14 myself, I support that.

15 IDG, I want the public record to
16 make clear that IDG is a company that is
17 -- that it is a union that is -- is a
18 company union. So, IDG does not
19 represent drivers. They was funded and
20 -- funded by Uber to support Uber.

21 IDG position on drivers, they make
22 clear that we have no credibility to
23 speak about drivers' pay. In the past
24 TLC public hearing, the IDG called for
25 getting rid of utilization rate pay

1 formula, which will have cut drivers'
2 income into half.

3 IDG also supported Uber demand to
4 have the utilization rate frozen, which
5 resulted into pay-cut for drivers.

6 Finally, this past year, thousands
7 of members of our union, NYTWA, took to
8 the street to demand of TLC not to use
9 the lockout data to determine this year
10 raise. The IDG --

11 TIMEKEEPER: 30 seconds remaining.

12 MR. ZOURE: -- the coalition deal
13 between Mayor Adams and Uber and Lyft
14 allowed Uber to cheat on rules and throw
15 under the bus Lyft only drivers like
16 myself. Same deal -- the same deal that
17 is now under the investigation of the
18 FTC.

19 We call on the TLC to reject the
20 lobbying of Uber and pass the proposal
21 with the --

22 TIMEKEEPER: Time has expired.

23 MR. AIZAH: -- NYTWA amendment.

24 Thank you very much.

25 MS. ELUTO: Thank you.

1 Our next speaker, Frank Cabral.

2 Go ahead.

3 (No response.)

4 MS. ELUTO: Mr. Cabral, please
5 begin.

6 MR. CABRAL: Hi. My name is Frank
7 Cabral. I am an active driver and I
8 wanted to provide my testimony in
9 regards to the pay increase.

10 It is my understanding -- I also
11 support the understanding of the
12 utilization rate and what it is supposed
13 to bring. I encourage it.

14 But if utilization rate is going to
15 bring down the price, which is not the
16 pay, which is not supposed to be a
17 thing, it is my understanding that the
18 utilization rate is supposed to merge
19 sometime in the future, so that taxi
20 driver could be at least 95 percent of
21 the time utilize and bring in more of
22 driver pay.

23 I also believe that Uber and Lyft
24 should have a switch that the TLC
25 actually creates a department. Since

1 the beginning of 2014, they should have
2 done that so that Uber and Lyft doesn't
3 do everything they can to just, you
4 know, bring more money and put their
5 interest in the beginning instead of the
6 driver and -- and the passengers.

7 At the end of the day, we do all the
8 labor. We cover all the expenses. I do
9 not agree with them taking some of tax
10 cuts for expenses that we are the ones
11 covering.

12 Also, the TLC made protection for
13 the minimum wage -- minimum for a trip,
14 which was brought up to \$8 and the TLC,
15 and Uber, and Lyft is bringing it down
16 -- up to 4 -- \$3. I think --

17 TIMEKEEPER: 30 seconds remaining.

18 MR. CABRAL: -- the limitation
19 should be so that it could go up to at
20 least 9, 10.

21 And, also, they're just, you know,
22 pushing the driver to work faster and
23 stronger so that they can bring in more
24 revenue and sending trips only when
25 you're, like, one, two, three minutes

1 away from the trip so that they could
2 show and take more of that charge that
3 has been charged already on the
4 passenger.

5 So, I don't -- I don't think it's
6 fair for them to charge a passenger --

7 TIMEKEEPER: Time has expired.

8 MR. CABRAL: -- \$15 to the -- to the
9 driver. I think it's a business abuse.
10 I think there should be more oversight
11 and TLC should have been and should be
12 doing more and not allowing them to
13 just, you know, do whatever they want.

14 There should be a turn on and off
15 switch to them so that they can know
16 that TLC actually has power over them,
17 not them over the TLC.

18 CHAIR DO: Thank you, Frank.

19 MS. ELUTO: Thank you.

20 Our next speaker is Julia Makova.

21 Ms. Makova, if you can un-mute your
22 microphone and begin.

23 (No response.)

24 MS. ELUTO: Okay. You can begin
25 speaking.

1 (No response.)

2 MS. ELUTO: We are not hearing you.

3 (No response.)

4 MS. ELUTO: All right. We'll circle
5 back to you.

6 Let's go to Felix Lam.

7 Okay. Mr. Lam, can you un-mute your
8 microphone and begin?

9 (No response.)

10 MS. ELUTO: No -- all right. How
11 about Wendy Andino.

12 Ms. Andino, can you un-mute your
13 microphone and begin?

14 (No response.)

15 MS. ELUTO: Zure -- give me second
16 -- Zure -- I cannot say -- Quaravle
17 (phonetic) -- Zure Quaravle.

18 (No response.)

19 MS. ELUTO: I'm not sure what the
20 problem is, but Zure, if you can un-mute
21 your microphone and begin your
22 testimony.

23 (No response.)

24 MS. ELUTO: All right. I will go
25 back to Wendy.

1 Wendy, are you prepared to speak?

2 (No response.)

3 MODERATOR: Do you want to move on
4 to the next speaker?

5 MS. ELUTO: Okay. I'm trying to
6 figure out who you have ready.

7 Nizamuddin -- Nizamuddin?

8 (No response.)

9 MS. ELUTO: Like, is there anyone
10 else in the queue? I don't -- yes,
11 Nizamuddin --

12 MR. NIZAMUDDIN: Hi --

13 MS. ELUTO: Yes, can you go ahead?

14 MR. NIZAMUDDIN: Good afternoon.
15 How are you guys? Thank you so much,
16 TLC.

17 Actually, I just gave you the
18 example yesterday. Uber, they took,
19 like, 50/50, yesterday New Jersey to the
20 New York City. I got sent
21 (indiscernible) -- all right.

22 And second remark, whatever they
23 prefer the TLC, I'm not agree with that.
24 All right -- and I want to actually end
25 the lockout -- all right -- because we

1 have a family. We feed them.

2 All right. So, we need to
3 lockout -- I mean, end the lockout. We
4 don't need it.

5 All right. And, also, last year,
6 2024 from actually to, I believe,
7 September, last few months, we lose --
8 like, especially me I'm talking about --
9 almost \$9,000 compared to the year 2023.
10 So, I'm not agree with this proposal --
11 all right -- TLC.

12 And also what they get -- Uber gets
13 from customer; customer think we get all
14 those funds. It's not. All right. We
15 got, like, 30 percent.

16 And, also, insurance is -- last
17 year, I pay, I think, \$450 just
18 liability -- right. Now, it's going to
19 be at least \$490. So, it's a lot of
20 expense. I have EV car. There's a lot
21 of expenses.

22 TIMEKEEPER: 30 Seconds remaining.

23 MR. NIZAMUDDIN: It's so expensive,
24 it's maintenance -- Tesla.

25 All right. So, that's all. Thank

1 you so much.

2 MS. ELUTO: Thank you.

3 Our next speaker is Jeremy Moskowitz
4 from Voyager Global Mobility.

5 MR. MOSKOWITZ: Hey, can you hear
6 me?

7 MS. ELUTO: Yes.

8 MR. MOSKOWITZ: Great. I also can't
9 turn on my camera, but my name is
10 Jeremy. I'm from Voyager Global
11 Mobility. We are the largest rental
12 only fleet in New York City. We are not
13 a leasing company. I know there's been
14 a lot of --

15 MS. ELUTO: We lost you --

16 MR. MOSKOWITZ: No, no, no -- I'm
17 here.

18 MS. ELUTO: Okay.

19 MR. MOSKOWITZ: Anyways (sic), we
20 just wanted to stand firmly and say that
21 we are 100 percent in favor of finding
22 the right solution on increased driver
23 pay.

24 As a rental company, we're only
25 successful if drivers are successful.

1 Drivers can choose to return their
2 vehicles whenever they want. They're
3 not stuck in leases. So, we need
4 drivers to make money and make
5 ends-meet. Everything we do is in
6 support of that -- supporting them 24/7
7 and making sure they can stay on the
8 road.

9 The one thing we want to say is what
10 we've seen and what we want is stability
11 in this market. 2024 was an incredibly
12 difficult year for drivers, for fleets,
13 for insurance -- for everything -- and
14 even the confusion and the questions
15 from, you know, Commissioner Bader on
16 the details of the utilization rate and
17 how that applies to the mileage and the
18 time, what we urge is for clarity and
19 layman's terms.

20 Drivers need to understand this.
21 Fleet owners need to understand this.
22 Industry leaders need to understand this
23 and I don't think we're quite there
24 yet --

25 TIMEKEEPER: 30 seconds remaining.

1 MR. MOSKOWITZ: -- actually knowing
2 what this means and how this applies to
3 them. We would love to see more
4 conversation.

5 You know, Uber and Lyft both got two
6 minutes with no questions. I don't know
7 if there's a format for a panel or a
8 real conversation to debate the
9 different pieces. We're not on Uber's
10 side of the report that they put, but we
11 do find it a little troubling that there
12 was about four minutes of discussion
13 from, you know, one side, and even only
14 two minutes, or three, or four minutes
15 from Professor Parrott.

16 So --

17 TIMEKEEPER: Time has expired.

18 MR. MOSKOWITZ: -- on this. Thank
19 you.

20 MS. ELUTO: Thank you.

21 Okay. We're going to circle back to
22 a few people.

23 Wendy Andino.

24 Ms. Andino, are you able to turn
25 your microphone on?

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(No response.)

MS. ELUTO: No -- okay.

Felix Lam.

(No response.)

MS. ELUTO: Last chance for Felix Lam.

(No response.)

MS. ELUTO: Julia Makova?

MR. LAM: Yeah --

MS. ELUTO: Oh, Felix Lam -- yes.

MR. LAM: Yeah, I'm actually not prepared to give out my hearing. I'm Just observing. I appreciate it.

You know, you can skip me.

MS. ELUTO: Okay. Thank you for letting me know.

Julia Makova, you can un-mute your mic and begin.

(No response.)

MS. ELUTO: We can't hear you.

(No response.)

MS. ELUTO: All right. And now let's go on to Zower Guarably (phonetic).

(No response.)

1 MS. ELUTO: No -- who is that on our
2 speaker -- Jose Carrasco.

3 (No response.)

4 MS. ELUTO: Jose Carrasco?

5 MR. CARRASCO: Hello?

6 MS. ELUTO: Yes.

7 MR. CARRASCO: Yes, hi, everyone.

8 I'm Jose Carrasco. So, I've been
9 driving recently. We -- with the best.

10 I noticed that our expense is too
11 much, so -- meaning that we had to pay
12 for plates, which is 100 a week, not
13 including insurance. Insurance, it goes
14 around with a plate, \$280 a week. We
15 used to keep insurance, and plates --
16 and gasoline -- also we have to spend
17 for gasoline.

18 So, if you put all that together
19 around, we had to spend -- we
20 maintaining for the car, around \$450 a
21 week just to keep the car moving and we
22 have to work a lot of hours in order to
23 make up those expenses to have our
24 (indiscernible) money to pay for rent,
25 food, and life expenses.

1 So, I'm saying that they should
2 have, like, a balance between -- it
3 should be a balance that all you -- all
4 driver have to pay us more for ride and
5 people who making business with the
6 plates, they have to decrease the price
7 of the plate because \$100 --

8 TIMEKEEPER: 30 seconds remaining.

9 MR. CARRASCO: -- it is too much.

10 So, we as a driver, we suffer in
11 this. We're not seeing this right now,
12 but with the long-term, we continue this
13 way, we're not gonna survive.

14 So, I'm saying that we should have
15 consideration with those prices or
16 expenses to keep up our car running.
17 The main ingredient is business -- the
18 car -- the expenses. So, we keep the
19 low expenses and then we're going --

20 TIMEKEEPER: Time has expired.

21 MR. CARRASCO: Thank you.

22 MS. ELUTO: All right. Thank you.

23 That brings us to the end of the
24 list for today.

25 Commissioner Do, do you wish to

1 close-out the hearing?

2 CHAIR DO: Well, thank you, Sherryl,
3 and thank you for leading us today
4 through the public hearing. I really
5 appreciate it.

6 I also want to thank our
7 Commissioners for listening, taking
8 notes, and being responsive to many of
9 our speakers. I appreciate your time
10 and commitment to the TLC.

11 I also want to thank TLC staff,
12 especially those who make this hearing
13 possible, and to Deputy Commissioner
14 James DiGiovanni, who is our Deputy
15 Commissioner for Policy and Community
16 Affairs, and Russell Glynn, for their
17 work on this proposal.

18 This is not a proposal that came
19 together in just the last few weeks. It
20 took a lot of effort, commitment, and
21 time over the last, I would say, six
22 months to a year to come to this
23 proposal.

24 So, we're going to take back a lot
25 of the comments that we heard from the

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public today -- from our stakeholders --
and see what the next steps are.

But, again, thank you all for your
comments today -- and with that, the
time is 12:45. I'm calling this public
hearing to an end.

(Time noted: 12:45 p.m.)

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C E R T I F I C A T E

STATE OF NEW YORK)

:SS

COUNTY OF NASSAU)

I, Julia M. Speros, a Notary Public within and for the State of New York, do hereby certify:

I reported the proceedings in the within-entitled matter, and that the within transcript is a true record of such proceedings to the best of my ability.

I further certify that I am not related to any of the parties to this action by blood or marriage; and that I am in no way interested in the outcome of this matter.

IN WITNESS WHEREOF, I have hereunto set my hand this 5th day of February, 2025.


Julia M. Speros

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