



Minnesota Driver Compensation Policy

Effective Date: 08/25/2025
Version: 1.0

Minnesota Driver Compensation Policy..... 1

 Purpose 2

 Scope 2

 Definitions 2

 Roles and Responsibilities.....2

 Minimum Compensation..... 3

 Driver Pay 3

 Driver Rights 3

 Compliance and Enforcement..... 5

 Policy Website 5

 References 5

 Available Languages.....6

 Approval and Revision History..... 6



Minnesota Compensation Policy, continued

Purpose

- UZURV maintains this policy in compliance with Minnesota Statute Chapter 181C. Transportation Network Companies, sections 181C.02 Notice and Pay Transparency and 181C.03 Minimum Compensation.
- This document shall provide drivers with a reasonable understanding of minimum compensation, driver pay standards, and driver rights regarding compensation and benefits.

Scope

This policy applies to drivers operating in Minnesota on UZURV's platform.

This policy addresses:

- the right to legally required minimum compensation under section 181C.03;
- the frequency and manner of a driver's pay;
- the rights and remedies available to a driver for a TNC's failure to comply with legal obligations related to minimum compensation; and
- the driver's right to elect coverage of paid family and medical leave benefits, as provided under chapter 268B.

Definitions

- **Arbitration** - a dispute-resolution process in which the parties select a neutral third party to resolve their claims.
- **Compensation** – monetary payment given to a driver in exchange for their services.
- **Earnings** - money obtained by a driver in return for services rendered, excluding gratuities and fees.
- **Gratuity/Gratuities** – voluntary payment given beyond obligation for the service, a tip.

Roles and Responsibilities

Department	Responsibility
Compliance	• Maintain this policy • Enforce compensation requirements
Engineering	Configure compensation settings in platform

Minnesota Compensation Policy, continued

Operations	• Notify drivers of compensation policy • Enforce compensation requirements
------------	--

Minimum Compensation

- Minimum compensation is paid in a per minute, per mile format. Beginning January 1, 2027, and each January 1 thereafter, the minimum compensation shall be adjusted annually by the same process as the Minnesota statewide minimum wage under Minnesota Statute section 177.24, subdivision 1.
- Current minimum compensation includes:
 - o \$1.28 per mile and \$0.31 per minute for any transportation of a rider by a driver;
 - o if applicable, an additional \$0.91 per mile for any transportation of a rider by a driver in a vehicle that is subject to the requirements in sections [299A.11](#) to [299A.17](#), regardless of whether a wheelchair securement device is used;
 - o if a trip request is canceled by a rider or a TNC after the driver has already departed to pick up a rider, 80 percent of any cancellation fee paid by the rider; and
 - o at minimum, compensation of \$5.00 for any transportation of a rider by a driver.
- Drivers shall be paid the minimum compensation over a reasonable earnings period not to exceed 14 calendar days. The minimum compensation cannot be reduced.
- Any gratuities received by a driver from a rider or riders are the property of the driver and are not included as part of the minimum compensation. A driver shall be paid all gratuities received in an earnings period no later than the driver's next scheduled payment.
- For each earnings period, UZURV shall compare a driver's earnings, excluding gratuities, against the required minimum compensation for that driver during the earnings period. If the driver's earnings, excluding gratuities, in the earnings period are less than the required minimum compensation for that earnings period, UZURV shall include an additional sum accounting for the difference in the driver's earnings and the minimum compensation no later than during the next earnings period.
- UZURV shall pay a driver the compensation earned by the driver, regardless of whether the fees or fares are collected.

Driver Pay

The frequency and manner of driver pay shall be electronic, on a weekly basis, with on-demand payment options available to drivers.

Driver Rights



Minnesota Compensation Policy, continued

Arbitration - Per Minnesota Statute 181C, Transportation Network Companies, section 181C.08
Arbitration; Requirements:

- UZURV provides drivers with the option to opt out of arbitration.
- Upon a driver's written election to pursue remedies through arbitration, the driver must not seek remedies through district court based on the same alleged violation.
- The rights and remedies established in Minnesota Statute 181C is the governing law in an arbitration between a driver operating in Minnesota and UZURV.
 - The application of the rights and remedies available under chapter 181C cannot be waived by a driver prior to or at the initiation of an arbitration between a driver and UZURV.
 - To the extent possible, UZURV shall use Minnesota as the venue for arbitration with a Minnesota driver.
 - If an arbitration cannot take place in the state of Minnesota, the driver shall be allowed to appear via phone or other electronic means and apply the rights and remedies available under chapter 181C.
 - Arbitrators must be jointly selected by UZURV and the driver using the roster of qualified neutrals provided by the Minnesota supreme court for alternative dispute resolution.
 - Consistent with the rules and guidelines provided by the American Arbitrators Association, if the parties are unable to agree on an arbitrator through the joint selection process, the case manager may administratively appoint the arbitrator or arbitrators.

Court - Per Minnesota Statute 181C, Transportation Network Companies, section 181.05C
Enforcement:

- Unless a valid arbitration agreement exists under section 181C.08, a driver may bring an action in district court seeking injunctive relief and any applicable remedies available under the contract if a provision of a contract between UZURV and a driver violates any provision of Minnesota Statute Chapter 181C, Transportation Network Companies.

Driver Advocacy Organization - Per Minnesota Statute 181C, Transportation Network Companies, section [181C.04](#) subd. 4 Driver Advocacy Organizations:

- UZURV shall partner with a driver's advocacy organization to provide services to drivers to assist with:
 - education and outreach to drivers regarding the drivers' rights and remedies available to them under the law; and



Minnesota Compensation Policy, continued

- other technical or legal assistance on issues related to providing services for the TNC and riders.
- These services shall be provided at no cost to the drivers.
- UZURV has no control or influence over driver advocacy organization.

Paid Family and Medical Leave Benefits Rights

- Drivers shall have the right to elect coverage of paid family and medical leave benefits, as provided under Minnesota Statute chapter 268B and section 268B.11 Self-Employed and Independent Contractor Election Of Coverage.

Compliance and Enforcement

- This compensation policy is enforceable as a term of UZURV's contract with a driver.
- Drivers are required to review and sign UZURV's Terms of Service as a condition of operating on the platform. The Terms of Services provide drivers with their rights and obligations regarding the use of UZURV's Platform, including any state-specific terms of service: <https://uzurv.com/state-terms-conditions/#mn>
- The Terms of Service also outlines enforcement of those terms and what happens if the terms are violated.

Policy Website

UZURV xxx

References

- Minnesota Statute Chapter 177 Labor Standards and Wages, section 177.24 Payment of Minimum Wages:
<https://www.revisor.mn.gov/statutes/cite/177.24>
- Minnesota Statute Chapter 181C, Transportation Network Companies
<https://www.revisor.mn.gov/statutes/cite/181C>
- Minnesota Statute Chapter 181C, Transportation Network Companies, section 181C.02 Notice and Pay Transparency:
<https://www.revisor.mn.gov/statutes/cite/181C.02>
- Minnesota Statute Chapter 181C, Transportation Network Companies, section 181C.03 Minimum Compensation:
- Minnesota Statute Chapter 268B, Family and Medical Benefits
<https://www.revisor.mn.gov/statutes/cite/268b>



Minnesota Compensation Policy, continued

- Minnesota Statute Chapter 299A, Department of Public Safety, section 299A.11 Vehicle Transporting Wheelchair User; Definitions:
<https://www.revisor.mn.gov/statutes/cite/299A.11>
- Minnesota Statute Chapter 299A, Department of Public Safety, section 299A.12 Wheelchair Securement Device:
<https://www.revisor.mn.gov/statutes/cite/299A.12>
- Minnesota Statute Chapter 299A, Department of Public Safety, section 299A.13 Additional Safety Requirements:
<https://www.revisor.mn.gov/statutes/cite/299A.13>
- Minnesota Statute Chapter 299A, Department of Public Safety, section 299A.14 Vehicle Inspection:
<https://www.revisor.mn.gov/statutes/cite/299A.14>
- Minnesota Statute Chapter 299A, Department of Public Safety, section 299A.15 Aid and License Withheld:
<https://www.revisor.mn.gov/statutes/cite/299A.15>
- Minnesota Statute Chapter 299A, Department of Public Safety, section 299A.16 Evidence:
<https://www.revisor.mn.gov/statutes/cite/299A.16>
- Minnesota Statute Chapter 299A, Department of Public Safety, section 299A.17 Misdemeanor:
<https://www.revisor.mn.gov/statutes/cite/299A.17>

Available Languages

This policy is also available in Amharic, Arabic, Hmong, Oromo, Somali, and Spanish.

Approval and Revision History

Updates or changes to this policy are provided to drivers at least 48 hours before the date the changes take effect.

Date	Version Number	Description of Changes
08/25/2025	1.0	Initial policy issued