



# Supporting 21<sup>st</sup> Century Work | Portable Benefits

**WHAT'S NEW:** Flex, the trade association of the app-based economy, has developed principles for federal legislation to provide portable benefits for app-based workers.

**WHY IT MATTERS:** It's the first time the app-based industry has reached consensus on a national legislative approach to providing app-based workers with benefits. The principles create regulatory certainty for app-based workers and platforms alike so that the flexibility of independent work continues.

**WHY NOW:** Technology-based independent work has enabled flexible and dynamic earning for millions of Americans. Unfortunately, while work in the 21st century has evolved, our laws and regulations have not.

Today, app-based workers have the benefits and protections of employment OR the autonomy of independent work—but not both. Portable benefits bridge the gap between the flexibility and autonomy of independent work and the benefits historically associated with being an employee.

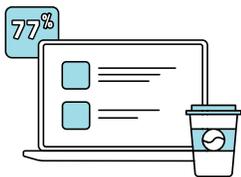
Creating a third way—like portable benefits—that recognizes how technology has transformed the ways we can earn income is crucial.



“Should these principles serve as the basis for Congressional legislation, millions of app-based workers could gain access to a new benefits framework while maintaining the flexibility and independence they choose in—and want from—app-based work.”

—Kristin Sharp, Flex CEO

## WHY PORTABLE BENEFITS:



### Keeps the Independence Workers Love:

77% of app-based workers say they support maintaining classification as independent contractors.



### Presents Real Advantages in Today's Economy:

In our more fluid economy, portable benefits would be tied—and accrue—to an individual as they work across platforms.



### Spurs Greater Equity and Economic Growth:

Portable benefits make benefits more widely accessible, helping improve people's financial security while unlocking greater job mobility.

**WHAT'S NEXT:** With this consensus among prominent app-based platform companies, Flex looks forward to working with policymakers on a new path forward to support app-based workers.

**THE PRINCIPLES:** The Flex Association's federal portable benefits framework is built on six key principles.



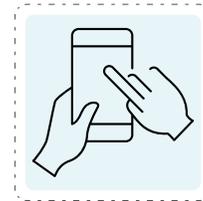
### FLEXIBILITY

App-based workers should be able to choose how to use their portable benefits, including for, but not limited to, retirement, health, and paid leave.



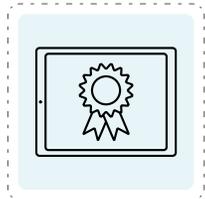
### PROPORTIONALITY

App-based platform contributions should be in proportion to how much app-based workers earn. App-based workers should also be able to contribute to their account.



### PORTABILITY

Benefits should be tied to the app-based worker, enabling them to contribute to and use the account regardless of which app-based platform(s) they are using.



### CERTAINTY

App-based workers and platforms that are covered would be guided by a national test governing their classification as independent contractors and the workers' relationship with app-based platforms.



### EFFICIENCY

Such portable benefits accounts should be efficiently managed by approved third-party institutions.



### PARITY

Independent contractors deriving their benefits from a portable account should be eligible for the same kinds of tax breaks and pre-tax contributions as employees.

Flex is the voice of the app-based economy, representing America's leading app-based rideshare and delivery platforms and the people who count on them.