

# Department of Labor Independent Contractor Rule

The Flex Association applauds the Department of Labor's decision to propose a commonsense, pro-worker classification framework. This proposal helps preserve the flexible independent work model that underpins the app-based economy and the services millions of Americans and businesses rely on daily.

Industry research consistently shows that supporting independent entrepreneurship increases economic opportunity through flexible, scalable work, increasing both worker choice and consumer access.

## Americans Support Flexible, Independent Work

- 77% of app-based workers want to remain Independent contractors, while only 13% would prefer to be classified as employees.
- Flexibility outweighs higher pay for many workers: half of app-based workers would give up a 50% pay increase in order to keep the flexibility offered by their current app-based role.
- By a two-to-one margin, Americans are less likely to support politicians who advocate for laws to reclassify independent contractors as employees.

## Many Americans rely on app-based services

- 66% used app-based services in the past year, including a majority of rural, urban, and suburban Americans.
- Over three-quarters of independent restaurants are estimated to use third-party delivery services.

## App-based Work Supplements Primary Income

- Only about 10% of gig workers rely on gig work as their primary income.
- 77% of app-based workers report working fewer than 20 hours per week on app-based platforms.
- Just 30% rely on app-based earnings for 30% or more of their income.

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Over a quarter of American workers currently participate in the app-based economy, and up to 43% have engaged at some point.