

December 8, 2025

Subject: The Empowering App-Based Workers Act

Dear Members of Congress,

We, the undersigned coalition of organizations, write to urge you to co-sponsor the Empowering App-Based Workers Act, a bill to increase transparency and fairness for workers and accountability for tech corporations.

App-based workers nationwide are demanding pay, work assignment, and data transparency from big tech corporations that use digital labor platforms or “apps” to decide who gets work, when they work, and for how much—keeping workers in the dark while decreasing pay for workers and increasing prices for consumers.

These unregulated technologies function as hidden algorithmic “bosses” that control everything from who gets work to how much they’re paid, all while paying workers poverty wages with no benefits and no job stability. Members of Congress have introduced the Empowering App-Based Workers Act, an important step forward in the fight to make app-based jobs good jobs.

The Empowering App-Based Workers Act demands transparency from corporations about how they’re using algorithmic “bossware” for millions of app-based workers. If passed, the bill would require detailed pay statements for workers and itemized receipts for customers; enable workers to understand how companies make decisions about their pay, work assignments, and discipline; and guarantee ridehail drivers 75 percent of each passenger fare, among other changes.

The bill would also:

- Ban corporations from using workers’ data to set individualized pay;
- Require corporations to disclose to app-based workers how they make decisions about pay, work assignments, and discipline;
- Allow app-based workers to choose trusted organizations and allies, like worker centers and unions, to receive and help them understand data and information about algorithms used to determine work assignments, pay, and discipline;
- And provide strong enforcement, allowing app-based workers to receive money damages.

We strongly urge you to stand with workers and consumers and hold tech corporations accountable by co-sponsoring and passing this critical legislation.

Sincerely,

- Action Center on Race and the Economy

- AFL-CIO
- American Association of People with Disabilities
- American Federation of Teachers
- American Friends Service Committee
- Asian American Pacific Islander Civic Engagement Collaborative
- Association for Enterprise Opportunity (AEO)
- Athena
- Autistic People of Color Fund
- Autistic Self Advocacy Network
- Center for Law and Social Policy (CLASP)
- Center for New York City Affairs at The New School
- Coalition on Human Needs
- Colorado Independent Drivers United/Communications Workers of America
- Connecticut Drivers United
- CWA Local 7777
- Drivers Union
- Economic Policy Institute
- Electronic Privacy Information Center (EPIC)
- Equal Rights Advocates
- Family Values @ Work
- Groundwork Collaborative
- Hawai'i Workers Center
- Interfaith Center on Corporate Responsibility
- Justice for Migrant Women
- JustLeadershipUSA
- Legal Momentum, The Women's Legal Defense and Education Fund
- National Employment Law Project
- National Institute for Workers' Rights
- National Organization for Women
- National Women's Law Center
- New York Taxi Workers Alliance
- North Alabama Area Labor Council
- North Carolina Justice Center

- Open Markets Institute
- Oxfam America
- Public Advocacy for Kids (PAK)
- Rideshare Drivers United
- Service Employees International Union (SEIU)
- Sur Legal Collaborative
- TechTonic Justice
- TechEquity Action