

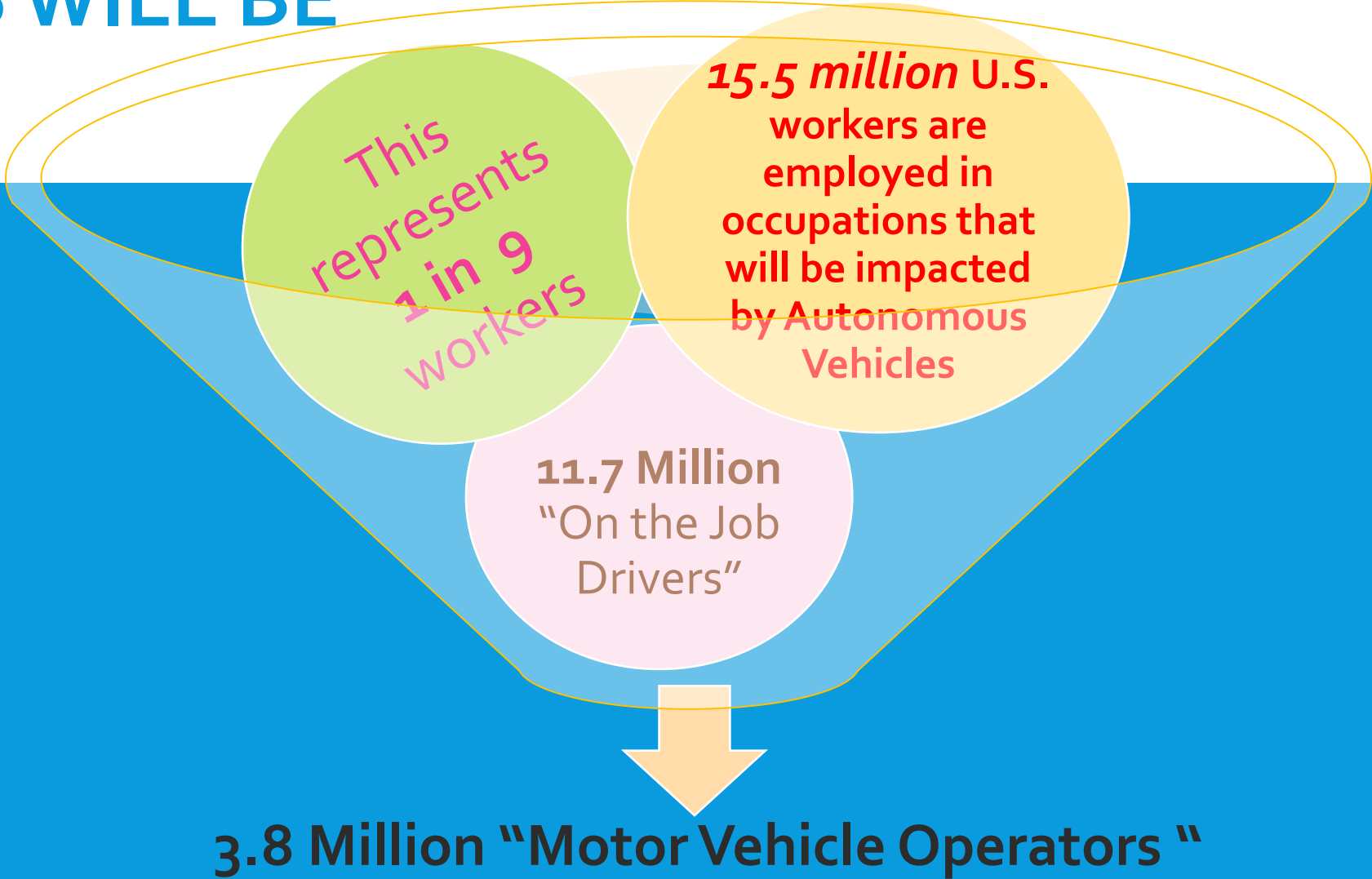
AUTONOMOUS VEHICLES AND WORKFORCE IMPACTS

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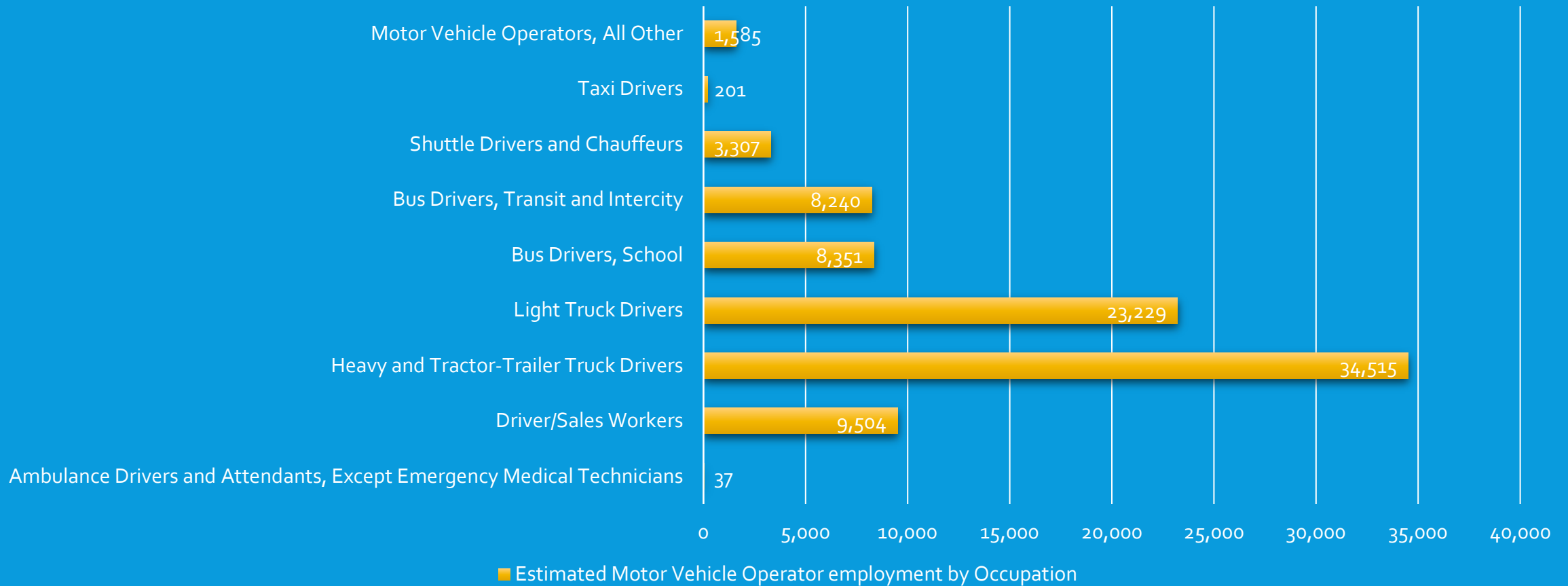
WHAT WORKERS WILL BE IMPACTED?



Beede, David, Regina Powers, and Cassandra Ingram. Office of the Chief Economist, Economics and Statistics Administration, U.S. Department of Commerce. (August 11, 2017). The Employment Impact of Autonomous Vehicles (ESA Issue Brief # 05-17).

WASHINGTON STATE IMPACTS

Estimated Motor Vehicle Operator employment by Occupation



WHO'S MISSING?



ESD data only captures information reported by employers and a very small number reported by independent contractors that self report.

There are tens of thousands of owner operators, delivery drivers, and passenger transportation services that are not reflected in ESD's data.

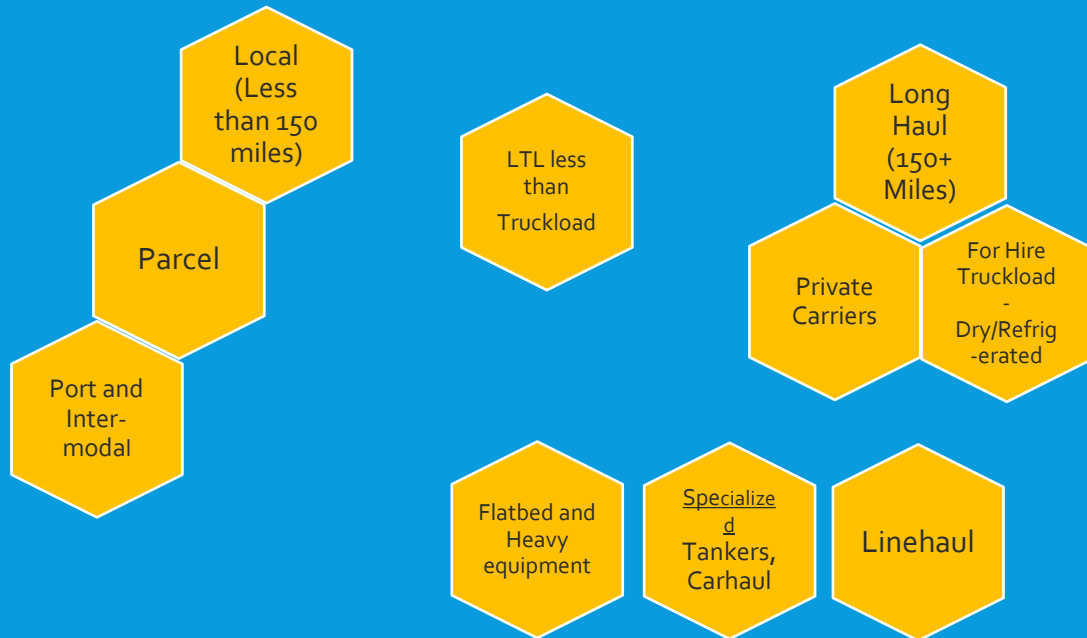


Uber

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FOCUS ON MOTOR VEHICLE OPERATORS



“Our findings suggest that workers in some driving occupations might have difficulty finding alternative employment.

Workers in motor vehicle operator jobs are older, less educated, and for the most part have fewer transferable skills than other workers, especially the kinds of skills required for non-routine cognitive tasks.”

*Office of the Chief Economist, Economics and Statistics Administration,
U.S. Department of Commerce. (August 11, 2017).
The Employment Impact of Autonomous Vehicles*

LOSS OF MOTOR VEHICLE OPERATOR JOBS MEANS FEWER JOB OPPORTUNITIES FOR WORKERS WITHOUT COLLEGE DEGREES

Average wages for Linehaul and Pick-Up and Delivery drivers are between \$60,000 and \$70,000 per year.

Jobs in this sector are readily available to anyone able to acquire a Commercial Drivers License, maintain a clean driving record, and pass background checks.

These jobs are often a path to the middle class for immigrant and refugee populations in WA. For traditional employees in this sector, and across most segments, these jobs provide medical insurance and a guaranteed retirement.

3 POLICY STRATEGIES TO ADDRESS JOB LOSS IN THE SECTOR

- 1. Develop an Industry-Wide Approach to Worker Advancement and Stability
- 2. Build Strong Career Pathways
- 3. Create Safety Net Programs to Support Worker Transitions

BUILD STRONG CAREER PATHWAYS

Updated commercial driver training and credentialing, developed in partnership with industry stakeholders, including worker organizations, and Community and Technical Colleges.

On-the-job training programs to transition workers into new roles, such as leading platoons and inspecting autonomous trucks. These programs could involve apprenticeships with paid, on-the-job training and industry-recognized credentials.

Job-matching and career counseling services for dislocated and at-risk workers through partnerships with employers, unions, state agencies and other local organizations.

CREATE AND USE EXISTING SAFETY NET PROGRAMS TO SUPPORT WORKER TRANSITIONS

Work-share programs to give workers time to train for new jobs or give companies time to reorganize their operations temporarily, without workers losing their income, health insurance, or retirement benefits. This program could allow workers to access a portion of the benefits they would have earned from unemployment insurance to make up for lost hours.

A retirement buyout package in lieu of job-training benefits for workers close to retirement.

Expand who is covered under WARN. Drivers working for long-haul carriers as dedicated independent contractors are not covered under the Worker Adjustment and Retraining Notification (WARN) Act, which requires employers of 100 employees or more to give a 60-day notice of any mass layoffs. The WARN Act should be amended to require that trucking companies provide both employee and independent contractor drivers with a longer notice period, allowing drivers to start looking for a new job or to seek additional training and allowing government agencies to better plan to assist dislocated drivers.