



Amy Perlik Healy
Vice President, Government Affairs
1065 6th Ave.
15th Floor
New York, New York 10018

October 21, 2022

The Honorable Elizabeth Warren
United States Senator
309 Hart Senate Office Building
Washington, DC 20510

Dear Senator Warren, Representative Bush, and Members of Congress,

Thank you for your letter dated September 22, regarding reimbursement of travel-related abortion expenses. Grubhub is committed to providing access to safe and affordable health care for our employees regardless of where they live.

As part of our employee benefits program, we now offer a reimbursement of up to \$4,000 per year for any health care-related travel expenses for services not available in an employee's home state. This benefit, and the associated process and privacy protections, will be managed by our insurance carrier. In addition to the \$4,000 reimbursement for health care-related travel expenses for services not available in an employee's home state, Grubhub continues to provide the following benefits:

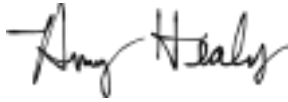
- Medical coverage for reproductive health care for those enrolled in one of our insurance plans,
- Financial reimbursement for eligible medical expenses through our FSA and HSA plans when enrolled,
- Bereavement time off, and;
- Employee Assistance Program (EAP) for mental health support.

As you noted in your letter, the Department of Labor (DOL) has since issued a Notice of Proposed Rulemaking ([87 FR 62218](#)) on worker classification under the Fair Labor Standards Act. Any final rule should include language that would allow workers the option to choose independent work if that suits their needs and the flexibilities they have come to enjoy. App-based work is fundamentally different from other more traditional modalities of work. To that end, we are committed and stand ready to work with you in developing a fair and equitable worker classification standard that reflects the workplace and independence of the 21st century. Further, we look forward to hearing from independent contractors during the ongoing public comment period.

Grubhub will continually work to ensure the best experience possible for both our employees and our delivery partners. As always, we look forward to continuing an open dialogue with you on these issues.

Thank you for your service to our country and commitment to the furtherance of a fair, equitable, and sustainable workplace that accommodates traditional and novel ways for workers and businesses to thrive.

Sincerely,

A handwritten signature in black ink that reads "Amy Healy". The signature is fluid and cursive, with the first name "Amy" and last name "Healy" clearly distinguishable.

Amy Perlik Healy
Vice President, Government Affairs

CC:

Senator Bernard Sanders
Senator Edward J. Markey
Senator Mazie Hirono
Representative Jesus G. Garcia
Representative Barbara Lee
Representative Sheila Jackson Lee
Representative Rashida Tlaib
Representative Mark Pocan
Representative Madeleine Dean
Representative Emanuel Cleaver II
Representative Nydia M. Velazquez
Representative Alexandria Ocasio-Cortez
Representative Eleanor Holmes Norton
Representative Judy Chu
Representative Adam B. Schiff
Representative Dwight Evans
Representative Bonnie Watson Coleman
Representative James P. McGovern
Representative Andy Levin
Representative Ayanna Pressley
Representative Henry C. Johnson, Jr.
Representative Jamaal Bowman, Ed.D.
Representative Marie Newman