



Seattle Office of Labor Standards

Covid-19 Gig Worker Premium Pay Ordinance Fact Sheet

ENGLISH	Traditional Chinese
COVID-19 Gig Worker Premium Pay Ordinance Fact Sheet	COVID-19 零工工作者津貼條例基本資料
<p>The Gig Worker Premium Pay Ordinance requires covered Food Delivery Network Companies to pay gig workers additional compensation, called “premium pay,” for delivery orders with pick-up or drop-off points in Seattle. Premium pay is in addition to compensation, bonuses, commissions, and tips owed to a gig worker for services provided. This law is effective from 8:30 PM on June 26, 2020 until the end of the COVID-19 civil emergency.</p>	<p>零工工作者津貼條例要求受覆蓋的食物遞送網路公司，對在西雅圖（提取或送達地點位於西雅圖）的遞送訂單，向零工工作者支付額外報酬，稱為“津貼”。津貼是零工工作者在提供服務以後，應得的報酬、獎金、佣金和小費以外的付薪。這條法律從 2020 年 6 月 26 日晚上八點半起生效，至 COVID-19 民事緊急狀態結束為止。</p>
<p>Which companies are covered by this law? This law applies to Food Delivery Network Companies (FDNCs), which include companies that offer prearranged food, beverage, or grocery delivery services for compensation using an online or cellphone application to connect customers with delivery workers (“gig workers”). To be covered by this law, the FDNC must hire 250 or more gig workers worldwide.</p>	<p>哪些公司受這條法律覆蓋？ 這條法律適用的食物遞送網路公司 (FDNCs) 包括通過使用線上或手機應用程式連接用戶和遞送員（“零工工作者”），提供預先安排的食物、飲品或食品雜貨有償遞送服務的公司。若要受到這條法律覆蓋，該食物遞送網路公司必須在全球範圍內聘用 250 名或以上的零工工作者。</p>
<p>Which gig workers are covered by this law? This law applies to gig workers who accept offers of delivery services for compensation from a covered FDNC. To be covered by this law, the gig worker must make a delivery with a drop-off or pick-up point in Seattle.</p>	<p>哪些零工工作者受這條法律覆蓋？ 這條法律適用的零工工作者包括接受任何一家受覆蓋的食物遞送網路公司提供的、有償遞送服務工作的零工工作者。若要受到這條法律覆蓋，該名零工工作者必須向位於西雅圖的提取或送達地點遞送。</p>
<p>How much premium pay is owed? A gig worker must receive at least \$2.50 per order in premium pay, where there is either a pick-up or drop-off in Seattle.</p>	<p>應該給予多少津貼？ 如果提取或送達地點位於西雅圖，零工工作者必須得到每單最少 \$2.50 的津貼。</p>

<p>A worker is also owed the following additional amounts if applicable to that same online order:</p> <ul style="list-style-type: none"> ▪ \$1.25 for each additional pick-up point in Seattle ▪ \$1.25 for each additional drop-off point in Seattle 	<p>對於符合條件的訂單，零工工作者應該從同一訂單中得到以下的額外款額：</p> <ul style="list-style-type: none"> ● \$1.25 – 每增加一個位於西雅圖的提取地點 ● \$1.25 – 每增加一個位於西雅圖的送達地點
<p>Food Delivery Network Companies must:</p> <ul style="list-style-type: none"> ▪ Pay premium pay at the same time compensation is provided for the rest of the online order ▪ Identify which orders qualified for premium pay ▪ Separately itemize premium pay from other compensation ▪ Provide workers with individual, written notice of the rights granted by this law, including the right to be free from retaliation. Notice must be made by phone application or online web portal, in English and the worker’s primary language. 	<p>食物遞送網路公司必須：</p> <ul style="list-style-type: none"> ● 在支付線上訂單的其他薪酬的同時支付津貼 ● 辨識哪些訂單符合津貼資格 ● 將津貼從其他薪酬中分開列記 ● 向工作者分別提供書面通知，告知這條法律所賦予的權利，其中包括免受報復的權利。通知必須通過手機應用程式或線上入口網站，用英語和工作者的主要語言發佈。
<p>Consumer & Gig Worker Protections</p> <p>Companies are prohibited from taking these actions, if they are taken as a result of this law going into effect:</p> <ul style="list-style-type: none"> ▪ Reducing or modifying service areas in Seattle ▪ Reducing a worker’s compensation ▪ Limiting a worker’s earning capacity ▪ Adding customer charges to grocery orders 	<p>用戶和零工工作者保護</p> <p>公司禁止因為這條法律生效而採取以下行動：</p> <ul style="list-style-type: none"> ● 減少或修改西雅圖的服務區域 ● 減少工作者的薪酬 ● 限制工作者的收入額度 ● 增加食品雜貨訂單的用戶費
<p>SEATTLE OFFICE OF LABOR STANDARDS</p>	<p>西雅圖勞工標準辦公室</p>
<p>Our mission is to advance labor standards through thoughtful community and business engagement, strategic enforcement, and innovative policy development, with a commitment to race and social justice.</p>	<p>我們的使命是通過全面的社區和企業參與、策略性執行和革新的政策制定，以推進勞工標準，並且對種族和社會正義作出承諾。</p>
<p>Our Services</p> <p>Investigation of complaints Outreach to workers Technical assistance for business Resources and referrals</p>	<p>我們的服務</p> <p>投訴調查 工作者拓展 企業技術援助 資源和轉介</p>
<p>Language interpretation and translation available. Accommodations for persons with disabilities are provided. Services are free.</p>	<p>可提供口譯和翻譯服務。 可為殘疾人士提供便利設施。免費服務。</p>

<p>More Information Call: (206) 256-5297 Email: laborstandards@seattle.gov Visit: seattle.gov/laborstandards</p>	<p>更多資訊 電話: (206) 256-5297 電郵: laborstandards@seattle.gov 流覽: seattle.gov/laborstandards</p>
<p>Office of Labor Standards – 06/26/2020 <i>The information provided in this document is not intended as legal advice and should not be used as a substitute for laws and regulations. For more detailed information about this law, please visit the OLS Gig Worker Premium Pay Ordinance webpage.</i></p>	<p>勞工標準辦公室-06/26/2020 本文件內提供的資訊並非法律意見，並且不應該作為法律和條例的替代。獲取關於這條法律的更多詳細資訊，請流覽勞工標準辦公室的零工工作者津貼條例網頁。</p>