



# Seattle Office of Labor Standards

## Office of Labor Standards - Covid-19 Gig Worker Paid Sick and Safe Time Ordinance Fact Sheet

| ENGLISH   | Traditional Chinese  |
|---|--|
| <b>Gig Worker Paid Sick and Safe Time Fact Sheet</b>  | 零工工作者帶薪病假和安全時間基本資料   |
| <p>The <b>Gig Worker Paid Sick and Safe Time Ordinance</b> provides certain gig workers access to paid sick and paid safe time (Gig Worker PSST) from transportation network companies and food delivery network companies. Beginning July 13, 2020, this temporary law allows covered gig workers to take days (24-hour increments) of paid leave to care for their own health and safety, or the health and safety of a family member, under qualifying circumstances. The requirement to provide Gig Worker PSST will expire 180 days after the end of any COVID-19 civil emergency.</p> | <p>根據<b>零工工作者帶薪病假和安全時間條例</b>，某些零工工作者可以從運輸網絡公司和食物遞送網路公司，獲得帶薪病假和帶薪安全時間（零工工作者 PSST）。從 2020 年 7 月 13 日起，這條臨時法律允許受覆蓋的零工工作者，在符合條件的情況下，享受帶薪假（以 24 小時為時間單位），用於照顧自身的健康和 safety，或家庭成員的健康和 safety。這個提供零工工作者 PSST 的要求將在任何 COVID-19 民事緊急狀態結束的 180 天後失效。</p> |
| <p><b>Which companies are covered by this law?</b><br/>This law applies to Transportation Network Companies (TNCs), licensed according to <a href="#">Seattle Municipal Code 6.310</a>, and Food Delivery Network Companies (FDNCs) that have hired 250 or more gig workers worldwide. FDNCs 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.</p>  | <p><b>哪些公司受這條法律覆蓋？</b><br/>這條法律適用於按照 <a href="#">Seattle Municipal Code 6.310</a>（西雅圖市政法典 6.310）取得執照的運輸網絡公司（TNC），和在全球範圍內聘用 250 名或以上零工工作者的食物遞送網路公司（FDNC）。食物遞送網路公司包括那些通過使用線上或手機應用程式連接用戶和遞送員，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。</p>                      |
| <p><b>Which gig workers are covered by this law?</b><br/>This law applies to gig workers who accept offers of trips or deliveries for payment from a covered TNC or FDNC. To be covered by the law, a gig worker must make a trip or delivery with a drop-off or pick-up point in Seattle.</p>  | <p><b>哪些零工工作者受這條法律覆蓋？</b><br/>這條法律適用於接受任何一家受覆蓋的運輸網絡公司或食物遞送網路公司提供的、有償行程或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起點或終點提供行程或遞送。</p>   |
| <p><b>How much Gig Worker PSST do workers earn?</b><br/>Covered gig workers earn one day of Gig Worker PSST for every 30 days worked in Seattle after October 1, 2019.</p>  | <p><b>工作者賺取多少零工工作者 PSST？</b><br/>從 2019 年 10 月 1 日起算，受覆蓋的零工工作者每在西雅圖工作 30 天，即賺取一天的零工工作者 PSST。一</p>  |

|   |  |
|---|--|
| <p>Each day with at least one pick-up or drop-off in Seattle counts towards accrual.</p> <p>Hiring entities also have the option to provide five days of Gig Worker PSST, instead of calculating the standard accrual, for the period between October 1, 2019 and July 13, 2020. Gig workers can consult their company's Gig Worker PSST policy, or their monthly accrual notifications, to find out which calculation applies to them.</p> <p>Hiring entities must notify covered gig workers of their accrued, reduced and available balance of Gig Worker PSST at least once a month.</p>  | <p>天當中若有最少一個位於西雅圖的起點或終點，即可計算該天。</p> <p>僱用單位亦可就 2019 年 10 月 1 日至 2020 年 7 月 13 日這段時間，提供 5 天的零工工作者 PSST，以代替使用標準算法累計。零工工作者可以參閱其公司的零工工作者 PSST 政策，或其每月累計通知，以了解對其適用的算法。</p> <p>僱用單位必須至少每月一次，通知受覆蓋的零工工作者其零工工作者 PSST 所累計、減少和剩餘的時間。</p>   |
| <p><b>How much does a worker get paid for a day of Gig Worker PSST?</b></p> <p>Gig workers are paid for PSST based on their “average daily compensation,” calculated by the following steps:</p> <ol style="list-style-type: none"> <li>1. <u>Determine the gig worker’s highest-earning calendar month since October 1, 2019, only looking at days with work (at least one pick-up or drop-off) in Seattle.</u> Include all payments, bonuses, commissions, and tips.</li> <li>2. <u>Calculate the average earnings for days worked in Seattle in that highest-earning calendar month.</u> Take the total earnings and divide by the number of days.</li> </ol>  | <p><b>零工工作者的零工工作者 PSST 日薪是多少？</b></p> <p>零工工作者的 PSST 薪酬根據其“平均每日報酬”而定，用以下步驟計算：</p> <ol style="list-style-type: none"> <li>1. <u>判定該零工工作者從 2019 年 10 月 1 日起，收入最高的日曆月，只算入在西雅圖工作（有最少一個位於西雅圖的起點或終點）的日子。</u>包括所有的付薪、獎金、佣金和小費。</li> <li>2. <u>計算該收入最高的日曆月內，所有在西雅圖工作的日子的平均收入。</u>用總收入除以天數。</li> </ol>  |
| <p><b>When can a gig worker use Gig Worker PSST?</b></p> <p>A gig worker can start using Gig Worker PSST after they have accrued their first day, if they have worked for the hiring entity in Seattle within the previous 90 days. A gig worker can use paid sick and safe time to care for themselves or a family member under the following circumstances:</p> <ul style="list-style-type: none"> <li>• For care related to mental or physical illness, injury or health condition, medical appointment, or preventive medical care;</li> <li>• When the hiring entity has suspended or discontinued operations by order of a public official to limit exposure to an infectious agent, biological toxin, or hazardous material;</li> <li>• When a gig worker’s family member’s school or place of care has been closed;</li> <li>• When the hiring entity has reduced, suspended, or otherwise discontinued operations for any health- or safety-related reason; or</li> <li>• For reasons related to domestic violence, sexual assault or stalking that affect the gig worker or the gig worker’s family or household member.</li> </ul> <p>If a gig worker requests more than three consecutive days of Gig Worker PSST, a hiring entity may request reasonable</p> | <p><b>零工工作者可以在什麼時候使用零工工作者 PSST?</b></p> <p>零工工作者可以在累計入一天以後，使用其零工工作者 PSST，前提是在使用以前的 90 天內，有為該僱用單位在西雅圖工作。零工工作者可在下列的情況，使用帶薪病假和安全時間，以照顧自己或家庭成員：</p> <ul style="list-style-type: none"> <li>• 與心理或生理疾病、受傷或健康狀況相關的護理，醫療預約，或預防性質的醫療護理；</li> <li>• 其僱用單位被公職人員出於限制傳染源、生物毒素或有害物質的暴露的目的，下令暫停或停止運營；</li> <li>• 其家庭成員的學校或照顧機構關閉；</li> <li>• 其僱用單位就任何健康或安全相關的理由，減少、暫停或停止運營；或</li> <li>• 因家庭暴力、性侵犯或纏擾相關的原因，自身、其家庭或同住成員受到影響。</li> </ul> <p>如零工工作者要求多於三個連續日的零工工作者 PSST，僱用單位可以要求獲得合理的信息，用於核實該名零工工作者是出於覆蓋範圍內的理由休假。僱用單位不可詢問使用的性質，只可詢問該理由是否是經認可的理由。</p> |

|   |   |
|---|---|
| <p>information to verify that a gig worker is taking leave for a covered reason. The hiring entity cannot inquire about the nature of the use, only that the reason is an authorized one.</p>   |   |
| <p><b>How do gig workers access their Gig Worker PSST?</b><br/> A gig worker may request their PSST through the electronic process provided by the hiring entity. Once requested, the use begins immediately and lasts 24 hours. When gig workers request Gig Worker PSST from a hiring entity, they are expected to not accept a trip or delivery for the next 24 hours. Hiring entities must notify workers when their 24-hour increment of Gig Worker PSST will end.<br/> If a gig worker accepts a trip or delivery during the 24-hour period, the hiring entity may not penalize the gig worker, but they can deny the gig worker payment for the day of Gig Worker PSST and return that day of Gig Worker PSST back to the worker’s accrued balance.<br/> Hiring entities must pay out Gig Worker PSST within 14 calendar days of the request, or at the next regularly scheduled date of compensation.</p> | <p><b>零工工作者如何使用零工工作者 PSST?</b><br/> 零工工作者可以通過其僱用單位提供的電子處理程序要求使用 PSST。一旦提出要求，即馬上開始使用，有效時間為 24 小時。當零工工作者向其僱用單位要求使用零工工作者 PSST，即代表他在其後的 24 小時內，不會接受行程或遞送請求。僱用單位必須通知該工作者，他以 24 小時為計算單位的零工工作者 PSST 會在什麼時候結束。<br/> 如果零工工作者在該 24 小時的時間段內接受行程或遞送請求，僱用單位不可處罰該名零工工作者，但可以拒絕支付當天的零工工作者 PSST 報酬，並且將當天的零工工作者 PSST 重新計入該名工作者的累計餘額。僱用單位必須在要求提出後的 14 個日曆日內，或在下一個定期發薪日，付清零工工作者 PSST。</p> |
| <p><b>Covered hiring entities must provide the following written notices to workers:</b></p> <ul style="list-style-type: none"> <li>• Notice of the rights granted by this law, including freedom from retaliation.</li> <li>• The hiring entity’s policy and procedure to meet the requirements of the law.</li> <li>• Monthly notifications of (1) the gig worker’s current rate of average daily compensation for use of Gig Worker PSST, as well as (2) the number of Gig Worker PSST days that have been accrued, reduced, and available for use.</li> </ul> <p>This information must be provided online or by phone application, in English and the worker’s primary language.</p>  | <p><b>受覆蓋的僱用單位必須向工作者提供下列書面通知：</b></p> <ul style="list-style-type: none"> <li>• 通知這條法律所賦予的權利，包括免受報復的自由。</li> <li>• 僱用單位滿足這條法律的要求的政策和程序。</li> <li>• 每月通知-包括（1）零工工作者目前用於計算零工工作者 PSST 的平均每日薪酬，和（2）已累計、減少和可以使用的零工工作者 PSST 天數。</li> </ul> <p>這些信息必須在線上或通過手機應用程式，用英語和工作者的主要語言提供。</p>   |