

COVID-19 Gig Worker Premium Pay Ordinance Fact Sheet

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.

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.

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.

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.

A worker is also owed the following additional amounts if applicable to that same online order:

- \$1.25 for each additional pick-up point in Seattle
- \$1.25 for each additional drop-off point in Seattle

Food Delivery Network Companies must:

- 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.

Consumer & Gig Worker Protections

Companies are prohibited from taking these actions, if they are taken as a result of this law going into effect:

- Reducing or modifying service areas in Seattle
- Reducing a worker’s compensation
- Limiting a worker’s earning capacity
- Adding customer charges to grocery orders

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