



Seattle Office of Labor Standards

Office of Labor Standards - Covid-19 Gig Worker Premium Pay Ordinance Fact Sheet

ENGLISH	Simplified Chinese
COVID-19 Gig Worker Premium Pay Ordinance Fact Sheet	COVID-19 零工工作者津贴条例基本资料
<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>零工工作者津贴条例要求受覆盖的食物递送网络公司，对在西雅图（提取或送达地点位于西雅图）的递送订单，向零工工作者支付额外报酬，称为“津贴”。津贴是零工工作者在提供服务以后，应得的报酬、奖金、佣金和小费以外的付薪。这条法律从 2020 年 6 月 26 日晚上八点半起生效，至 COVID-19 民事紧急状态结束为止。</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>哪些公司受这条法律覆盖？ 这条法律适用的食物递送网络公司（FDNCs）包括通过使用线上或手机应用程序连接用户和递送员（“零工工作者”），提供预先安排的食物、饮品或食品杂货有偿递送服务的公司。若要受到这条法律覆盖，该食物递送网络公司必须在全球范围内聘用 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>哪些零工工作者受这条法律覆盖？ 这条法律适用的零工工作者包括接受任何一家受覆盖的食物递送网络公司提供的、有偿递送服务工作的零工工作者。若要受到这条法律覆盖，该名零工工作者必须向位于西雅图的提取或送达地点递送。</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>A worker is also owed the following additional amounts if applicable to that same online order:</p>	<p>应该给予多少津贴？ 如果提取或送达地点位于西雅图，零工工作者必须得到每单最少\$2.50 的津贴。</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>对于符合条件的订单，零工工作者应该从同一订单中得到以下的额外款额：</p> <ul style="list-style-type: none"> • \$1.25 - 每增加一个位于西雅图的提取地点 • \$1.25 - 每增加一个位于西雅图的送达地点
<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>食物递送网络公司必须：</p> <ul style="list-style-type: none"> • 在支付线上订单的其他薪酬的同时支付津贴 • 辨识哪些订单符合津贴资格 • 将津贴从其他薪酬中分开列记 • 向工作者分别提供书面通知，告知这条法律所赋予的权利，其中包括免受报复的权利。通知必须通过手机应用程序或线上入口网站，用英语和工作者的主要语言发布。
<p>Consumer & Gig Worker Protections 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>用户和零工工作者保护 公司禁止因为这条法律生效而采取以下行动：</p> <ul style="list-style-type: none"> • 减少或修改西雅图的服务区域 • 减少工作者的薪酬 • 限制工作者的收入额度 • 增加食品杂货订单的用户费
<p>SEATTLE OFFICE OF LABOR STANDARDS</p>	<p>西雅图劳工标准办公室</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>我们的使命是通过全面的社区和企业参与、策略性执行和革新的政策制定，以推进劳工标准，并且对种族和社会正义作出承诺。</p>
<p>Our Services Investigation of complaints Outreach to workers Technical assistance for business Resources and referrals</p>	<p>我们的服务 投诉调查 工作者拓展 企业技术援助 资源和转介</p>
<p>Language interpretation and translation available. Accommodations for persons with disabilities are provided. Services are free.</p>	<p>可提供口译和翻译服务。 可为残疾人士提供便利设施。免费服务。</p>
<p>More Information Call: (206) 256-5297 Email: laborstandards@seattle.gov Visit: seattle.gov/laborstandards</p>	<p>更多资讯 电话：(206) 256-5297 电邮： laborstandards@seattle.gov 浏览： seattle.gov/laborstandards</p>

Office of Labor Standards – 06/26/2020 *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.*

劳工标准办公室-06/26/2020 本文件内提供的资讯并非法律意见，并且不应该作为法律和条例的替代。获取关于这条法律的更多详细资讯，请浏览劳工标准办公室的零工工作者津贴条例网页。