



What Deactivation Rights can the Office of Labor Standards enforce?

Before 6/1/27

- Access to deactivation policy
- Deactivation policy must be reasonably related to company's operations
- 14 days notice before deactivation
 - OR if immediately deactivated for "egregious misconduct", investigation must be completed in 14 days
- Right to challenge deactivation through the company's procedure and receive company's response in 14 days (unless extraordinary circumstances apply)
- Access to the records the company uses to make a deactivation decision
- Notice of the right to file a complaint or civil case
- Protection from retaliation

After 6/1/27

- No "unwarranted" deactivation
- Company must fairly and objectively investigate before deactivating a worker
- Company can immediately deactivate only if a worker engaged in "egregious misconduct" or if required to deactivate by law
- Company must demonstrate that, more likely than not, a violation of their policy occurred
- Company must apply its deactivation policies consistently to all workers
- Penalties must be proportionate
- Deactivation is unwarranted if it results in discrimination
- All rights OLS could enforce before 6/1/2027



Seattle Office of
Labor Standards

App-Based Worker Labor Laws

Is the company you work for following these laws?

You can file a complaint using the information below:



206-256-5297



laborinquiry.seattle.gov/worker-inquiry



or scan here!



Interpretation and translation services are available upon request.