



## Seattle Office of Labor Standards

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

ENGLISH	Oromo
<b>COVID-19 Gig Worker Premium Pay Ordinance Fact Sheet</b>	<b>COVID-19 ragaa qajeelcha mootummaa kanfalttii hojjattoota Gig agarsiisu</b>
<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>Qajeelchi mootummaa kanfalttii hojjattoota Gig kubbaanniyyaawwan neetworkii nyaata dhiyeessan hojjattoota Gigitiiif beenyaa dabalataa “premium pay” jedhamu ajaja qaqqabsiisuu Siyatil keessatti fudhatamuu fi buufamuf akka kaffalan ni gaafata. Kanfalttiin kun beenyaa/compensation, dabalata, bu’aa daldalaa, fi qaccee ykn tiippii tajaajilaa hojjattoota giigi tiif kenname irratti kan dabalamuudha. Seerri kun waxxabajjii 26, 2020 galgala sa’a 8:30 eegalee hanga qajeelfamni yeroo hatattamaa COVID – 19 raawwatutti hojii irra ni oola.</p>
<p><b>Which companies are covered by this law?</b> 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><b>Kubbaanniyyoota kamtu seera kanaan qabatamee?</b> Seerri kun Neetiworkii kubbaanniyyoota nyaata dhiyeessan (FDNCs), kan akka kubbaanniyyoota nyata dursee qophaa’ee, dhugaatii, ykn kanfaltii tajaajila groosarii dhiyyeessuuf onlaayin ykn iyyannaa moobaayilaatii fayyadamuun mamiltoota hojjattoota dhiyyeessan (hojjattoota gig) wajjin kan walqunnamsiisan ni dabalata. Seera kanatti hammatamuuf, FDNC iin dirqamaan addugnaa hunda irraa hojjattoota gig 250 ykn isa ol qaxxarutu irra jira.</p>
<p><b>Which gig workers are covered by this law?</b> 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><b>Hojjattoota gig kamtu seera kanaan hammatamee jiraa?</b> Seerri kun hojjattoota gig kan tajaajila buussuu/delivery tiif kanfaltiidhaaf FDNC hammatamee irraa wanta dhiyaate kan fudhatan ni ilaallata. Seera kanaan hammatamuudhaaf, hojjataan gig wanta gaqqabsiisu/delivery taasissu dirqamaan bakkee Siyaatilitti argamu irraa kaasuu ykn buusuu qaba.</p>
<p><b>How much premium pay is owed?</b> 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><b>Ammamtuu kanfalamaa?</b> Hojjataan gig dirqamaan kanfaltii ajaja tokkoo irraa bakkeewwan Siyaatil bakkee irraa kaafamuu fi itti bufatamu irratti \$ 2.50 argachuu qaba.</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"> <li>▪ \$1.25 for each additional pick-up point in Seattle</li> <li>▪ \$1.25 for each additional drop-off point in Seattle</li> </ul>	<p><b>Dabalataanis hojjataan ajaja onlaayniitti taasifamuuf kan ilaallatu yoo ta’e kanfaltiwwan armaan gadii argachuu ni danda’a.</b></p> <ul style="list-style-type: none"> <li>▪ Siyaatil keessatti yeroo dabalataan kaasuuf \$1.25</li> <li>▪ Siyaatil keessatti yeroo dabalataan buusuuf \$1.25</li> </ul>
<p><b>Food Delivery Network Companies must:</b></p> <ul style="list-style-type: none"> <li>▪ Pay premium pay at the same time compensation is provided for the rest of the online order</li> <li>▪ Identify which orders qualified for premium pay</li> <li>▪ Separately itemize premium pay from other compensation</li> <li>▪ 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.</li> </ul>	<p><b>Neetwoorkiin kubbaaniyyoota nyaata dhiyeessanii dirqamaan:</b></p> <ul style="list-style-type: none"> <li>▪ kanfaltii isaan irraa eegamu yeroodhuma ajajjiin onlaayinii taasifamee gatiin hundaafuu dhiyaatu aluma tokko kanfalu qabu.</li> <li>▪ Ajajjiin kamtu kanfaltiif ga’aa akka ta’e addaan baasuu.</li> <li>▪ kanfaltii dursaan irraa eegamu qophaatti maalimeessuun kanfaltii biraa wajjin addaan baasuu. <ul style="list-style-type: none"> <li>▪ Hojjattootaf haala seera kana irratti ibsameen mirga dhuunfaadhaan kennameef barreefamaan beeksisuu; kunis mirga haaloo ba’uu irraa bilisa ta’uu ni dabalata. Beeksifni kun dirqamaan iyyannaa bilbilaatiin ykn onlaayinii toora intarneetaatiin afaan Ingiliffaatiif fi affaan duraa kan hojjatichi haasa’uun kennamuu qaba.</li> </ul> </li> </ul>
<p><b>Consumer &amp; Gig Worker Protections</b> 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"> <li>▪ Reducing or modifying service areas in Seattle</li> <li>▪ Reducing a worker’s compensation</li> <li>▪ Limiting a worker’s earning capacity</li> <li>▪ Adding customer charges to grocery orders</li> </ul>	<p><b>Hayyisa maamilaa fi hojjattoota Gig</b> Seerri kun akka hojii irra ooluu yoo barbaadan, Kubbaaniyyoonni wantoolii armaan gaditti caqasaman raawwachuu irraa of eeguu qabu.</p> <ul style="list-style-type: none"> <li>▪ Siyaatil keessatti naannowwan tajaajilaa hir’isuu ykn fooyessuu.</li> <li>▪ Rkanfaltii hojjataa hir’isuu</li> <li>▪ Dandeettii qarshii argachuu hojjattoota irratti daangaa taasisuu.</li> <li>▪ kanfaltii maamiltootaa ajaja groosarii irratti dabaluu.</li> </ul>
<p><b>SEATTLE OFFICE OF LABOR STANDARDS</b></p>	<p><b>SIYAATILITTI WAAJJIRA DURTII HOJII</b></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>Ergamni keenya karaa hirmaannaa hawaasaatiif daldalaatiin, tarsiimoo humnaan dhibee tiif argannoo immaammata guddinaatiin sanyyii fi hawaasummaa haqaatiif kutannaadhaan durtii hojii ol’aansuudhaa.</p>
<p><b>Our Services</b> Investigation of complaints Outreach to workers Technical assistance for business Resources and referrals</p>	<p><b>Tajaajiloonni keenya</b> Himannaa qorachuu Hojjattoota qaqqabsiisuu Daldalaaf gargaarsa teeknikaa taasisuu Qabeenyaa fi akeeka</p>

<p>Language interpretation and translation available. Accommodations for persons with disabilities are provided. Services are free.</p>	<p>Turjumaannii fi hikni afaanii ni jira Namoota hiri'ina/rakkina qaamaa qabanuuf gargaarsi barbaachisaa ta'e ni kennama. Tajaajilli kun tolaani.</p>
<p><b>More Information</b>  Call: (206) 256-5297  Email: <a href="mailto:laborstandards@seattle.gov">laborstandards@seattle.gov</a>  Visit: <a href="http://seattle.gov/laborstandards">seattle.gov/laborstandards</a></p>	<p><b>Odeeffannoo dabalataaf</b>  (206) 256-5297 bilbilaa  Imeelii: <a href="mailto:laborstandards@seattle.gov">laborstandards@seattle.gov</a>  <a href="http://seattle.gov/laborstandards">seattle.gov/laborstandards</a> ilaalaa.</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>Waajjira Durtii Hojii – 06/26/2020 <i>Odeeffannoon barreefama kana keessatti kenname akka gorsa seeraatti kan fudhatamu ijaa hin taaneef seera ykn qajeelfama bakka bu'uun kan itti fayyadamamu miti. Seera kana ilaalchisee odeeffannoo bal'inaatiif maaloo fuula intarneetaa "the OLS Gig Worker Premium Pay Ordinance" jedhu ilaalaa.</i></p>