

Model Notice of Deactivation – Egregious Misconduct – Final Notice

Note to Network Companies: In cases where a network company alleges that an app-based worker has committed an act of “egregious misconduct” network companies may immediately deactivate the worker and are required to provide app-based workers with this notice of deactivation no later than the effective date of the deactivation. This is also true where deactivation is required to comply with a court order or local, state, or federal laws or regulations.

Remove the above text prior to sending this notice to a worker.

Date of Notice: _____

Companies must provide this notice in any language the company knows or has reason to know is the worker’s primary language. If you need this information translated into another language, please contact _____ (email address).

You are receiving this notice because _____ (Company) plans to deactivate your account. The deactivation will happen on _____ (date).

Reasons for deactivation (must include portion of Company’s policy that was violated and specific incident(s) that violated the policy):

To come to this conclusion _____ (Company) considered the following records (must include date, time, and location of all incidents supporting the deactivation decision):

You will be deactivated for _____ (length of time).

You can remedy this deactivation by:

Additionally, you have a right to challenge this deactivation under the App-Based Worker Deactivation Rights Ordinance, SMC 8.40. You will have at least until _____ (90 days from date of notice) to challenge the deactivation.

If you choose to initiate a challenge as described below, _____ (Company) has up to 14 days to respond with a decision on the challenge. All records of your challenge and any responses will be provided to you within 14 days of submission or response.

The steps you can take to challenge this deactivation are (must include all available methods of contact for a worker to initiate a challenge):

These steps can also be found here (link or instructions to company's deactivation policy):

I certify under penalty of perjury under the law of Washington State that, to the best of my knowledge, true and accurate copies of the records _____ (Company) relied upon to deactivate the worker are [attached to this notice]/[can be downloaded here:

_____ (link)]

Signature: _____

Printed name: _____

Title: _____

Signed on: _____ (day, month, year) at _____ (city, state)