

Model Notice of Deactivation for Egregious Misconduct – Pending Investigation

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: _____ (date)

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, pending an investigation. The deactivation will happen on _____ (date). You may be reinstated (allowed full access and use of your account) depending on the results of the investigation.

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

These allegations are based on the following records (must include date, time, and location of all incidents supporting the deactivation decision):

_____ (Company) has not completed its investigation but will do so by _____ (within 14 days of this notice).

You will remain deactivated at least until _____ (Company) completes the investigation.

Once the investigation is complete, if _____ (Company) determines you did not violate the company’s policy, it will reinstate your account; otherwise, _____ (Company) will

issue a Final Notice of Deactivation for Egregious Misconduct that provides all the records and evidence considered in the deactivation decision.

You can remedy this deactivation by:

- participating in the investigation and providing relevant information verbally and/or in writing in your primary language that shows you did not violate the Company's deactivation policy; and/or
- _____
(another mechanism provided by Company)

If you do not participate in the investigation or provide relevant information, _____
(Company) may complete the investigation based on available sources of information.

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)

Additionally, you have a right to challenge this deactivation under the App-Based Worker Deactivation Rights Ordinance, SMC 8.40. You may wait for _____ (Company) to complete its investigation before submitting your challenge. If, after the investigation is complete, _____ (Company) issues a Final Notice of Deactivation for Egregious Misconduct, you will have at least 90 days from the date of such notice to submit a challenge to your deactivation. The steps you can take to challenge your 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):