



## **Request for Quotes: Multi-Panel Artwork Highlighting Independent Contractor Protections and App-Based Worker Minimum Wage Payment and Paid Sick Safe Time**

The Office of Labor Standards is looking to contract with area artists to create large-format art panels to promote awareness of Seattle’s labor ordinances protecting gig-economy workers and independent contractors. The panels will ultimately be exhibited in a Seattle venue and highlighted during an OLS sponsored event. We are requesting quotes from artists who are interested in working on this project.

**Background:** [Seattle Office of Labor Standards \(OLS\)](#) will be promoting awareness of (1) the [Independent Contractor Protections Ordinance](#) (ICPO) which provides pay transparency and timely payment for independent contractors (self-employed persons with no employees -- freelancers, sole-proprietors) for work in Seattle; (2) [App-Based Worker Minimum Payment Ordinance](#) (APP MP) which requires network companies to provide a minimum payment for mileage and time worked to workers using their apps; and (3) [App-Based Worker Paid Sick and Safe Time Ordinance](#) (APP PSST) which requires network companies to provide paid time off for app-based workers to use to care for themselves or family members.

a. Key messages

- o Seattle’s Independent Contractor Protections Ordinance is currently in effect.
- o Seattle’s APP PSST ordinance will be fully in effect on January 13, 2024
- o Seattle’s APP MP ordinance will be in effect on January 13, 2024
- o Businesses that hire freelancers for work in Seattle must provide certain information before the work begins and at time of payment; also requires that businesses pay freelancers on-time AND pay what both parties agreed to.
  - i. Nonprofit organizations are included as businesses.
- o Workers using apps to get connected to offers where the company sets the rate will receive benefits and protections so that they are paid more fairly and can take paid time off to care for themselves or family members
- o For more information, go to [OLS website](#) to sign up for newsletter updates and resources on [ICP](#), [APP PSST](#), and [APP MP](#)

b. Target industries: Residential construction, app-based workers, personal/repair services, transportation/warehousing (including delivery drivers), creative economy (artists, graphic designers, musicians), home health care, hospitality; others TBD

c. Examples of Independent Contractors (ICs)

- A freelance graphic designer who designs a menu for a restaurant
- A self-employed franchisee who works as a sub-contractor for a janitorial company
- A yoga instructor or personal trainer who works as a sub-contractor for a gym/fitness center
- A massage therapist who provides one-time services for a business' wellness event
- A day laborer who is picked up to do work with a landscaping business
- A gig platform worker who uses apps to connect with customers but sets their own pay rate; examples – Task Rabbit, Handy, Rover

d. Examples of App-Based Workers (in general people who get assignments from apps where the app sets the payment amount)

- A gig platform worker who delivers food and other goods
- A personal shopper
- Does NOT include Transportation Network Company drivers (e.g., Uber and Lyft drivers)

**Project Objective:** OLS is looking to contract with a design consultant to create a single panel or multiple panels which will be mounted, displayed, and unveiled as part of an OLS sponsored event. The artwork will be used to reach independent contractors, app-based workers, and hiring entities who attend the event or see the artwork after it's installation.

#### **Deliverable and Quantity**

- a. One (1) panel to promote ICP awareness
- b. One (1) panel to promote APP PSST and APP MP awareness

The artwork in combination (both panels) should be no smaller than 2 feet tall and no shorter than 10 feet wide; it can be no larger than 6.5 feet tall and 16 feet wide.

**Usage:** The image will be used primarily at the event and to connect people to information about the ICP and APP ordinances through a QR code or similar embedded in the panels after the event. The City of Seattle may take photographs or videos of the mural and its installation to use on our social media platforms and website.

- The City of Seattle will retain licensing and copyright protection of the images produced.
- The City of Seattle will retain rights to use images in other media, for example on a billboard or other advertisement.

#### **Project Timeline**

- Planning meeting with OLS Comms Manager, OLS Outreach Manager, Engagement Specialist, and Artist Consultant
- Meeting to review illustration options – TBD
- Meeting to provide additional feedback – TBD
- Target deadline for submission of deliverable to OLS – **November 15, 2023**

#### **Submission Process**

- Please submit a written description of your panel(s) idea along with a digital portfolio and your quote for or by using this form. Applicants may also submit a rough sketch of their panel ideas but are not required to do so.
- Submission deadline: August 28, 2023.
- Decision deadline: mid-September

To submit a quote, please navigate to this [form](#)