THIS LAW PROTECTS COVERED APP-BASED WORKERS REGARDLESS OF IMMIGRATION STATUS.

COVERED NETWORK COMPANIES MUST COMPLY WITH THIS LAW. RETALIATION IS ILLEGAL. EFFECTIVE JANUARY 1, 2025.

Seattle Office of Labor Standards

App-Based Worker Deactivation Rights (ABWDR) Ordinance

SMC 8.40 2025 Notice of Rights

Effective January 1, 2025

YOU ARE COVERED IF:

- At least 25% of your completed offers and/or offers that you cancelled with cause during the 180 days before deactivation involved performing services in Seattle for a covered network company; **or**

- Your deactivation was related to an incident or incidents that occurred while performing services in Seattle for a covered network company.

Not all workers who use App-Based Platforms for work are covered by this law. For more information scan here:

https://www.seattle.gov/laborstandards/ordinances/app-based-worker-ordinances/app-based-worker-deactivation-rights-ordinance

AS A COVERED APP-BASED WORKER YOU HAVE THE RIGHT TO:

- Receive fair notice of a deactivation policy describing what actions could lead to deactivation and a procedure for challenging deactivation.
  - The deactivation policy must be reasonably related to the company's safe and efficient operations.

- Challenge deactivation through the network company's internal deactivation challenge procedure, no matter where the incident leading to the deactivation occurred.

- 14 days' notice before deactivation, except in the case of egregious misconduct or if required by law in which case companies can deactivate you immediately.
  - The notice should tell you the reason(s) for deactivation, including the specific incident(s) that violated the company's policy, and provide all records the network company relied on and considered to make its decision about deactivating you.

NETWORK COMPANIES:

- Cannot subject you to "unwarranted" deactivation, including deactivation that is intended to or results in discrimination.

- Must investigate claims that you violated the company's policies before deactivating you and must show that, more likely than not, you violated the policy.

- Must apply rules, policies, and penalties around deactivation in a consistent way.

- May only deactivate you when it is reasonably related to the violation and must consider the circumstances of your work.

- May immediately deactivate you in order to comply with laws, regulations, or due to egregious misconduct.

- Are required to create a system to help you understand whether or not you are covered under this ordinance.

- Must provide you with this notice of rights in English and your known primary language through a smartphone application, email, or an online web portal.

KNOW YOUR RIGHTS

RETALIATION IS PROHIBITED

You have the right to be protected from retaliation (negative action) against you for enjoying or exercising the above rights.

RIGHT TO FILE A COMPLAINT

You have a right to make a complaint with the Office of Labor Standards (OLS) or to file a lawsuit after challenging your deactivation through the company's internal procedures.

Prior to June 1, 2027, OLS will have limited authority to enforce some of the rights in this law. For additional details, scan here:

https://www.seattle.gov/laborstandards/ordinances/app-based-worker-ordinances/app-based-worker-deactivation-rights-ordinance

Workers can seek other avenues of relief for those rights that OLS cannot yet enforce.

CONTACT: OFFICE OF LABOR STANDARDS

Network Companies
Obtain technical assistance
and/or receive training

App-Based Workers
File a complaint with OLS
or file a lawsuit in court

206-256-5297
www.seattle.gov/laborstandards

Seattle Office of
Labor Standards

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The mission of the Office of Labor Standards 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.

The Office of Labor Standards provides translations, interpretation, and accommodations for people with disabilities.