Seattle Office of Labor Standards

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

ENGLISH	Oromo
Gig Worker Paid Sick and Safe Time Fact Sheet	Ragaa kaffaltii dhukubaa fi yeroo nagaa hojjataa Gig
The **Gig Worker Paid Sick and Safe Time Ordinance** provides certain gig workers access to paid sick and paid safe time (Gig Worker PSST) from transportation network companies and food delivery network companies. Beginning July 13, 2020, this temporary law allows covered gig workers to take days (24-hour increments) of paid leave to care for their own health and safety, or the health and safety of a family member, under qualifying circumstances. The requirement to provide Gig Worker PSST will expire 180 days after the end of any COVID-19 civil emergency.	**Qajeelchi Mootummaa kanfaltii yeroo dhibbee fi nagayaa hojjataa Gig** hojjattoonni Gig tokko tokko kanfaltii dhibee fi kan yeroo nagayaa (PSST Hojjata Gig) mantagoo/neetworkii kubbaniyoota geejibaa fi neetworkii kubbaaniyyota nyaata dhiyeessanuu irraa akka argatan ni taasisa. Adoolessa 13, 2020 calqabee seerri yeroof qophaa'ee kun hojjatoonni gig hammataman guyyoota hafiinsaa itti kanfalamu (dabaltii sa'aatii -24 tiin) fayyaa fi nageenya ofii isaanii eeggachuuf, ykn fayyaa fi nageenya maatii isaanii eeguuf, dhimmoota ga'oo ta'aniif fudhachuu ni danda'u. PSST hojjataa gig kennuuf ulagaaleen barbaachisaa ta'e seerri yeroo hatattamaa COVID – 19 eega dhumee guyyoota 180 booda ni hafa.
Which companies are covered by this law? This law applies to Transportation Network Companies (TNCs), licensed according to [Seattle Municipal Code 6.310,](#) and Food Delivery Network Companies (FDNCs) that have hired 250 or more gig workers worldwide. FDNCs 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.	**Kubbaanniyyoota kamtu seera kanaan qabatamee?** Seerri kun Neetwoorki Kubbaniyyota Geejibaa (TNCs), haala eeyyama [Mana Qopheessaa Siyaatil Koodi 6.310,](#) tiin dhaabbatanii fi Neetworkii Kubbaanniyyoota Nyaata Dhiyeessanii (FDNCs) kan adunyaa irratti hojjattoota gig 250 ykn isaa ol qaxaran ni ilaalata. FDNC iin kubbaanniyyota nyaata dursee qophaa'e dhiyeessan, dhugaatii ykn kanfaltii tajaajila groosarii dhiyyeessuuf onlaayin ykn iyyannaa moobaayilaatii fayyadamuun mamiltoota hojjattoota dhiyyeessan wajjin kan walqunnamsiisan ni dabalata
Which gig workers are covered by this law? This law applies to gig workers who accept offers of trips or deliveries for payment from a covered TNC or FDNC. To be covered by the law, a gig worker must make a trip or delivery with a drop-off or pick-up point in Seattle.	**Hojjattoota gig kamtu seera kanaan hammatamee jiraa?** Seerri kun hojjatoota gig kan kaffaltii TNC ykn FDNC hammatame irraa eeyyama deemichaa/trip ykn dhiyeessuuirratti waliigalan ni ilaallata. Seera kanaan hammatamuuf, hojjataan gig dirqamaan bakkee Siyaatil irraa trippii taasisuu ykn wanta dhiyeessuu buusuu ykn kaasuu qaba.

How much Gig Worker PSST do workers earn? Covered gig workers earn one day of Gig Worker PSST for every 30 days worked in Seattle after October 1, 2019. Each day with at least one pick-up or drop-off in Seattle counts towards accrual. Hiring entities also have the option to provide five days of Gig Worker PSST, instead of calculating the standard accrual, for the period between October 1, 2019 and July 13, 2020. Gig workers can consult their company's Gig Worker PSST policy, or their monthly accrual notifications, to find out which calculation applies to them. Hiring entities must notify covered gig workers of their accrued, reduced and available balance of Gig Worker PSST at least once a month.	**Hojjattoonni PSST hojjataa gig ammam argatuu?** Hojjattoonni gig hammataman Onkoloolessa 1, 2019 eegalee hojiiwwan Siyaatil keessatti guyyoota 30 f hojjataman tookko tokkoo isaanitif PSST hojjataa gig guyyaa tokkoo ni argatu. Guyyaa tokko tokkotti yoo xiqqaate al tokko wanti siyaatil irraa kaafamuu fi bu'u gara kuusaatti lakayamaaf. Yeroowwan Onkoloolessa 1, 2019 kaasee hanga Adoolessa 13,2020 jiranuuf qaamaawwan qaxxarrii taasisan kuufama durtii herregu irraa PSST hojjataa gig guyyoota shaniif kennuudhaaf carraa qabu. Hojjattoonni gig heerregni kamtu akka isaan ilaalu baruudhaaf imaammata PSST hojjataa gig ykn beeksisa kuusa ji'aa isaanii ilaaluu qabu. Qaamooliin qaxxaran dirqamaan hojjattoota gig kan kuufameef, hir'ifamee fi PSST hojjataa gig kan qaban yoo xiqqaate ji'atti al tokko beeksisuu qabu.
How much does a worker get paid for a day of Gig Worker PSST? Gig workers are paid for PSST based on their "average daily compensation," calculated by the following steps: 1. Determine the gig worker's highest-earning calendar month since October 1, 2019, only looking at days with work (at least one pick-up or drop-off) in Seattle. Include all payments, bonuses, commissions, and tips. 2. Calculate the average earnings for days worked in Seattle in that highest-earning calendar month. Take the total earnings and divide by the number of days.	**Hojjataan guyyaa PSST gigii tokkoof ammamtu kaffalamaaf?** Hojjattoonni gig PSST iin kankaffalamuuf "giddugaleessatti amma guyyaadhan kaffalameef" ilaalcha keessa galchuudhaan sadarkaawwan armaan gaditiin heeragame: 1. Onkoloolessa 1, 2019 eegalee ji'a isa hojjataan gig guddisee kaffalameef tilmaamuu, Siyaatil keessatti guyyoota hojjataman (yoo xiqqaate al tookko kan kaafamee fi buufame) ilaaluudhaan. Kanfalttii, dabalata, bu'aa daldalaa fi tiippii hunda itti dabalaa. 2. Galii giddugaleessaa guyyoota Siyaatilitti hojjatamanii Ji'a inni guddan itti argamef heerregi. Kan dimshashatti argame fudhachuudhaan lakkoobsa guyyootaatif hiraa.
When can a gig worker use Gig Worker PSST? A gig worker can start using Gig Worker PSST after they have accrued their first day, if they have worked for the hiring entity in Seattle within the previous 90 days. A gig worker can use paid sick and safe time to care for themselves or a family member under the following circumstances: • For care related to mental or physical illness, injury or health condition, medical appointment, or preventive medical care; • When the hiring entity has suspended or discontinued operations by order of a public official to limit exposure to an infectious agent, biological toxin, or hazardous material; • When a gig worker's family member's school or place of care has been closed; • When the hiring entity has reduced, suspended, or otherwise discontinued operations for any health- or safety-related reason; or	**Hojjataan giig PSST hojjataa gig kan argachuu dnda'u yoomii?** Hojjataan gig kan guyyaa calqabaa eega kuufatanii booda, qaama qaxaru Siyaatil kessatti argamuuf guyyoota 90 darban keessatti yoo hojjatan PSST hojjataa gig fayyadamuu calqabuu ni danda'u. Hojjataan gig yeroo dhukkubaa fi nageenyaaf kanfalmau of kunuunsudhaaf ykn haala armaan gadiitiin miseensa maatii isaaniitif fayyadmauu ni danda'u: • Dhibee sammuu ykn qaamaa kunuunsuudhaaf, miidhaa ykn haala fayyaa, beelama yaalaa, ykn dhibbee of irraa ittisuuf; • Yeroo qaamni qaxaru dhoorkame ykn dhibee akka hojjataatti hin dabarsine, summi baayoljikal ta'eef ykn meeshaa balaa qaqqabsiisuuf akka hin saaxilamne qajeelcha mootummaatiin hojjich akka dhaabbatu yoo ta'e; • Yeroo manni barumsaa miseensa maatii hojjataa gig yoo cufame ykn bakkeen eegumsaa yoo cufame; • Yeroo qaamni qaxaru hir'ifamu, dhoorkamu, ykn sababa fayyaa fi nageenya kam iyyuu wajjin walqabateen hojii isaa kan dhaabu yoo ta'e; ykn

• For reasons related to domestic violence, sexual assault or stalking that affect the gig worker or the gig worker's family or household member. If a gig worker requests more than three consecutive days of Gig Worker PSST, a hiring entity may request reasonable information to verify that a gig worker is taking leave for a covered reason. The hiring entity cannot inquire about the nature of the use, only that the reason is an authorized one.	• Sababaawwan jeequmsaa, cuunqursa saalaa, ykn dhibbaa kam iyyuu kan hojjataa kig ykn matti isaa ykn miseensa maatii irratti dhiibbaa fiduuf. Hojjataan gig guyyoota walitti aanan sadi oliif PSST hojjataa gig yoo gafate, qaamni qaxaru hojjataan gig kan eeyyamicha gaafate sababa kana jalatti qabameef ta'uu isaa mirkaneeffachuuf odeeffannoo barbaachisaa ta'e gaaffachuu ni danda'a. Qaamni qaxaru haala itti fayyadamu hin gaafatu, sababni isaa kan eeyyamni kennamuuf ta'uu isaa qofa.
How do gig workers access their Gig Worker PSST? A gig worker may request their PSST through the electronic process provided by the hiring entity. Once requested, the use begins immediately and lasts 24 hours. When gig workers request Gig Worker PSST from a hiring entity, they are expected to not accept a trip or delivery for the next 24 hours. Hiring entities must notify workers when their 24-hour increment of Gig Worker PSST will end. If a gig worker accepts a trip or delivery during the 24-hour period, the hiring entity may not penalize the gig worker, but they can deny the gig worker payment for the day of Gig Worker PSST and return that day of Gig Worker PSST back to the worker's accrued balance. Hiring entities must pay out Gig Worker PSST within 14 calendar days of the request, or at the next regularly scheduled date of compensation.	**Hojjattonni gig akkamitti PSST hojjataa gig isaanii argatuu?** Hojjataan gig karaa adeemsa eleektroonikii qaama qaxxaruun kennamuun PSST isaanii gaafachuu ni danda'u. Tokkicha yoo gaafatame, battalumatti fayyadamuu calqabuu kandanda'anuu fi sa'aatii 24 kan turuudha. Yeroo hojjattonni gig PSST hojjataa gig qaama qaxaru irraa gaafatan, sa'a 24 itti aanuuf trippii fudhachuu ykn qaqqabsiisuu dhiisuun kan isaan irraa eegamuudha. Qaamooliin qaxxaran yeroo daballi sa'a 24 PSST hojjataa gig raawwatu dirqamaan hojjatoota beeksisuu qabu. Yoo hojjataan gig yeroo sa'a 24 sana keessatti trippii ykn qaqqabsiisuu fudhatee jira ta'e, qaamni qaxxaru hojjataa gig hin adabu, garuu kaffaltii hojjataa gig kan guyyaa PSST hojjataa gig dhowwachuudhaa fi PSST hojjataa gig kan guyyaa sanaa kuufama haftee keessatti deebisuu ni danda'u. Qaamni qaxxaran PSST hojjataa gig gaafiin dhiyaatee guyyoota 14 keessatti ykn guyyaa kaffaltiif karoorame itti aanee jirutti dirqamaan kaffluu qabu.
Covered hiring entities must provide the following written notices to workers: • Notice of the rights granted by this law, including freedom from retaliation. • The hiring entity's policy and procedure to meet the requirements of the law. • Monthly notifications of (1) the gig worker's current rate of average daily compensation for use of Gig Worker PSST, as well as (2) the number of Gig Worker PSST days that have been accrued, reduced, and available for use. This information must be provided online or by phone application, in English and the worker's primary language.	**Qaamooliin qaxxaran kan hammataman hojjattootaaf beeksisa barreeffamaa itti aanee jiru dirqamaan keennuufii qabu:** • Beeksiisa mirga isaanii seera kanaan kenname, haaloo ba'uu irraa bilisa ta'uu dabalatee. • Ulagaalee seeraa guutuudhaaf immaammataa fi adeemsa qaama qaxaruu. • Beeksisa ji'a ji'aa kan (1) Reetii kaffaltii guyyaa hojjataa gig itti fayyadamiinsa PSST hojjataa gig tiif, akkasumas (2) lakkoofsa guyyoota PSST hojjataa gig kan kuufame, hir'ifamee, fi itti fayyadmuudhaaf qophii kan ta'e. Odeeffannoon kun dirqamaan onlaayin ykn applikeeshiinii bilbilaatiin, Ingiliffaa fi afaan duraa hojjataatiin kennamuufii qaba.