Seattle Office of Labor Standards

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

ENGLISH	Somali
Gig Worker Paid Sick and Safe Time Fact Sheet	**Xaashida Xaqiiqda ee tilmaamaysa bixinta Waqtiga Xanuunka amase Badbaadinta uu helo qofka/dadka iskood u shaqeysta**
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.	**Xeerka Bixinta Wakhtiga xanuunka iyo xilliga Badbaadinta** Shaqaalaha Mushahaarka Sare qaybtood waxa uu siinayaa fursad ay kaga qaataan mushahar xilliga ay xanuunsanayaan iyo xilliga Badbaadinta (Gig Workers PSST) shabakadaha shirkadaha gaadiidka iyo shabakadaha shirkadaha cuntada qaybiya. Marka laga bilaabo July 13, 2020, xeerkaan ku meelgaarka ah waxa uu u ogolaanayaa shaqaalaha mushaharka sare in ay maalmo qaataan (kor u qaadid 24-saac) oo ah fasax lacag ah si ay u daryeelaan caafimaadkooda iyo badbaadadooda, ama si ay u daryeelaan caafimaadka iyo badbaadinta qoyskooda, markii xaalado u qalma jiraan. Baahida loo qabo in shaqaalaha mushaharka sare la siiyo xuquuqdaas ay helaan waxa ay bureysa 180 maalmood ka dib marka ay dhammaato xaaladda degdeg ah ee COVID-19.
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.	**Shirkadahee buu daboolayaa xeerkaani?** Xeerkaan waxaa lagu fulinayaa shabakadaha shirkadaha gaadiidka (TNCs), ee ruqsadda lagu siiyay iyadoo la raacayo[Seattle Municipal Code 6.310] iyo shabakadaha shirkadaha cuntada qaybiya (FDNCs) kuwaas oo shaqaleeyay in ka badan 250 Shaqaalaha Mushahaarka Sare daafaha adduunka. FDNCs waxaa ka mid ah shirkadaha bixiya cuntooyin hore loo sii diyaarshay, cabbitaanka, ama adeega qaybinta raashinka magdhow ahaan iyadoo la isticmaalayo barnaamijyo khadka tooska ah ama moobilada oo isku xiraya macaamiisha iyo shaqaalaha.
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.	**Shaqaalaha Mushahaarka Sare kuwee buu daboolayaa xeerkaani?** Xeerkaan waxa uu daboolayaa Shaqaalaha Mushahaarka Sare kuwaas oo aqbalay safarada dalabyada ama qaybinta oo ay bixinayaan shirakadaha TNC ama FDNC ee xeerkaani daboolayo. Si xeerkaani u daboolo, Shaqaalaha

	Mushahaarka Sare waa in ay sameeyaan safar ama qaybin meel wax la geynayo ama laga soo qaadayo oo Seattle ah.
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.	**Intee in le'eg baa Shaqaalaha Mushahaarka Sare qaataa shaqada (PSST) u helayaan?** Shaqaalaha Mushahaarka Sare qaataa waxa ay ka helayaan hal maalin oo PSST ah 30 kii beri ee ay ka shaqeeyeen Seattle wixii ka dambeeyay October 1, 2019. Maalin kasta oo wax meel la geeyo ama laga soo qaado waa lagu darayaa tirada maalmaha. Hay'adaha wax shaqaaleysiiyaa waxaa u furan in ay siiyaan 5 maalmood oo PSST ah meesha ay ka ururin lahaayeen xisaabta maalmaha, laga bilaabo October 1, 2019 illaa July 13, 2020. Shaqaalaha Mushahaarka Sare qaataa waxa ay eegi karaan siyaasadda PSST ee shirkadooda, ama ogeysiinta maalmaha la ururiyay ee loo soo diray, si ay u ogaadaan qaabka iyaga wax loogu xisaabsho. Hay'adaha wax shaqaaleeyaa waa in ay ku wargeliyaan Shaqaalaha Mushahaarka Sare qaataa waxa u ururay, ama laga dhimay ama baaqi uga ah ee PSST ah ugu yaraan bishiiba hal mar shaqaalaha.
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. <u>Determine the gig worker's highest-earning calendar month since October 1, 2019,</u> only looking at days with work (at least one pick-up or drop-off) in Seattle. Include all payments, bonuses, commissions, and tips. 2. <u>Calculate the average earnings for days worked in Seattle in that highest-earning calendar month</u>. Take the total earnings and divide by the number of days.	**Intee in le'eg ayaa baa qof shaqaale ah ka helayaa maalin shaqo oo PSST ah?** Shaqaalaha Mushahaarka Sare qaataa waxaa la siinayaa PSST oo ku salaysan "celceliska xuquuqdooda maalinlaha ah" oo lagu xisaabshey siyaabahan soo socda midood: 1. In lagu saleeyo Shaqaalaha Mushahaarka Sare qaataa taariikhda ugu dheer ay wax ku qaateen laga soo bilaabo October 1, 2019, iyadoo la eegayo maalmaha la shaqeeyay kaliya (ugu yaaraan hal mar oo geyn ah ama soo qaadid ah) Seattle. Waxaa lagu darayaa dhammaan mushaharka, gunnooyinka, khidmadaha, iyo baqshiishka. 2. In lagu xisaabiyo celceliska mushaharka ay ka heleen maalmaha ay ka shaqeeyeen Seattle bisha ugu taariikh dheer. Isku dar dhammaan waxa uu qaatay oo dhan loona qaybshay maalmaha.
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;	**Goorma ayaa Shaqaalaha Mushahaarka Sare qaataa isticmaali karaan shaqada PSST?** Shaqaalaha Mushahaarka Sare qaataa waxa ay bilaabi karaan in ay helaan shaqada PSST ka dib marka maalinta ugu horreysaa u korodho, haddii ay u shaqeeyeen hay'adaha shaqaalaha qaata ee Seattle 90 ki maalmood ee tegay. Shaqaalaha Mushahaarka Sare qaataa waxa ay heli karaan mushaharkooda xilliga xanuunka ama xilliga badbaadinta (Gig Workers PSST) si ay u daryeelaan naftooda ama ehelkooda markii ay yimaadaan xaaladdaha soo socda: • Daryeel la xiriira xanuun maskaxda ama jirka, dhaawac ama xaalad caafimaad, ballan daaweyn, ama daryeel ka hortag xanuun faafa;

• 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 • 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.	• Marka hay'adaha shaqaalaysiintu ku joojiso hawlgalada amarka masuul dawladeed si loo yareeyo haleelidda xanuun faafa, sumowga noolaha, ama walax halis ah; • Markii la xiro Shaqaalaha Mushahaarka Sare qaataa dugsiga qof ay masuul ka yihiin ama goobtoodii daryeelka caafimaadka; • Markii hay'adaha shaqaalaysiintu yareyso, hakiso, ama si kale u joojiso hawlgaladii sabab la xiriirta caafimaad ama la xiriirta amniga, ama • Sababo la xiriira shaqaaqo gudaha ah, weerar salka ku haya faraxumayn ama dabasocodka/eryidda saameysa Shaqaalaha Mushahaarka Sare qaataa ama qoyskooda ama qof ka tirsan gurigooda. Haddii qof Shaqaalaha Mushahaarka Sare qaataa codsado wax ka badan saddex maalmood oo isku xigga oo PSST ah, hay'adaha shaqaalaysiintu waxa ay ka codsan kartaa in uu keeno macluumaad caddeynaya in Shaqaalaha Mushahaarka Sare qaataa uu fasaxau qaadanayo sababo xeerku ogolaanayo. Hay'ada shaqaalaysiintu ma weydiin karto qaabka uu u isticmaalayo, waxa kaliya ay samayn kartaa in ay ogaadan in uu idan u haysto.
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.	Side bay Shaqaalaha Mushahaarka Sare qaataa u heli karaan shaqada PSST? Shaqaalaha Mushahaarka Sare qaataa waxa ay u codsan karaan shaqada PSST hab elektaroonik ah oo hay'ada bixinaysaa keentay. Markii la codsado isticmaalkeedu bu hore ka bilaabanayaa oo ku dhammaanayaa 24saac. Markii Shaqaalaha Mushahaarka Sare qaataa ka codsadaan shaqada PSST hay'ada shaqaalaysiinta, waxaa laga filayaa in 24ka saac ee ku xiga aysan aqbalin in ay wax meel geeyaan. Hay'adaha shaqaalaysiinta waxaa laga rabaa in ay ku wargeliyaan shaqaalaha marka ay ugu ku egyahay 24ka saac ee shaqada PSST. Haddii qofka shaqaalaha ah aqbalo meel in uu wax geeyo 24kaa saac, hay'ada shaqaalaysiintu kuma ciqaabi karto qofka shaqaalaha ah, laakiin waxa ay u diidi kartaa bixinta shaqada PSST maalinta ku xigta, ka dibna maalintaas waxa ay dib ugu celinaysaa tirade maalmaha u haray ee qofkaasi leeyahay. Hay'adda shaqaalaysiintu waa in ay ku siiyaan shaqaalaga shaqada PSST 14 beri gudahood xiilliga dalabkiisa, ama xilliga ku xiga ee uu qaadanayo magdhow.
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	Hay'adaha uu xeerkaani qabanayo waxaa laga rabaa in ay shaqaalaha ogaysiis qoraal ah u siiyaan sidaan soo socota: • Wargelin xuquuqda xeerkani siiyay, oo ay ka mid tahay in aan laga aargoosan Karin. • Hay'ada shaqaalaysiinta siyaasadeeda iyo habraaceeda sidii ay ku fulin lahayd waxa uu farayo xeerkaani. • Wargelinta billaha ah ee (1) Shaqaalaha Mushahaarka Sare qaataa celceliska heerka magdhowga shaqada PSST ee hadda la qaato, iyo sidoo kale (2) tirada maalmaha u

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.	ururay ee shaqada PSST, yaraadey ama u harsan ee uu heli karo. Macluumaadkaan waa in loogu gudbiyo khadka si toos ah ama barnaamij telefoon ah, luqadda Ingiriiska iyo luqadda uu ku hadlo qofka shaqaalaha ahi.