

# App-Based Worker Labor Protections



Seattle Office of  
Labor Standards

## Which workers get protection?

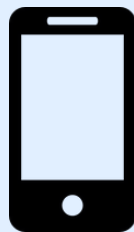
These laws apply to any worker who uses certain apps to receive work assignments and accepts a paid offer to perform services in Seattle.

## Which apps?

Apps that belong to "Network Companies" are covered but what is a network company?



has  
**250+**  
app-based  
workers  
worldwide



Connects customers  
with workers  
  
Presents offers to  
workers through the  
app



Sets rates of pay  
  
Monitors  
worker's mileage  
and time working

## App-Based Worker Minimum Payment

Protected workers receive a minimum payment for time worked and miles driven.



+



or



**whichever  
is more**

If you have to start work for an offer within 2 hours, you can count the time/miles from when you accept the offer. Otherwise, you can only count the time/miles from your first work stop.

If you start work outside Seattle, you can only count time/miles once you get into the City. If you start work inside Seattle, all the time/miles count.

## Know Your Rights

- ✓ You choose when and how much you work and which offers you accept.
- ✓ The company must provide an estimate of the miles and time an offer will take.
- ✓ You must receive all tips. Tips do not count toward the minimum payment.

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## App-Based Worker Paid Sick and Safe Time (PSST)

Protected workers can take paid days off for these reasons:

- To care for your physical or mental health or a family member's
  - Includes doctor's appointments
- To care for yourself or a family member who is experiencing domestic violence, sexual assault, or stalking
- When a family member's school or place of care is closed
- If work has to stop or slow down for health or safety related reasons

### How much PSST do I get?

You get at least one day of PSST for every 30 days you work in Seattle.

Any day with a pick-up or drop-off in Seattle counts.

### How much do I get paid?

Your average daily pay from the days you've worked in Seattle over the past 12 months (not including tips).

### How do I use PSST?

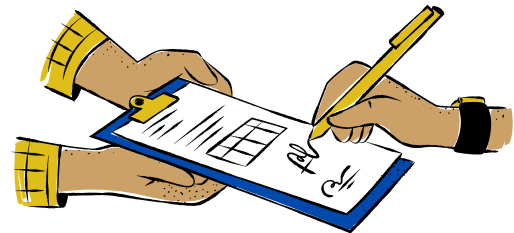
Your PSST should be ready for you to use one week after you earn it.

You can start using your PSST as soon as it is ready as long as you worked for the app in the 90 days before you ask for time off.

When you ask for PSST, you should be able to take time off right then. Your time off will last 24 hours unless you ask for more.


### Know Your Rights

- ✓ The company can't ask you to prove why you're taking PSST until you've taken more than 3 PSST days in a row.
- ✓ The company can refuse to pay you for PSST if you work during your time off.
- ✓ The company can't take negative action against you for requesting or using PSST.




### File a Complaint

Is the company you work for not following this law?  
You can file a complaint using the info below:

 206-256-5297

 [laborinquiry.seattle.gov/employee-inquiry/](https://laborinquiry.seattle.gov/employee-inquiry/)

 or scan here!



Interpretation services are available by phone