



Seattle Office of Labor Standards

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

ENGLISH	Somali
COVID-19 Gig Worker Premium Pay Ordinance Fact Sheet	Xeerka Xaashida Xaqiiqda ee tilmaamaya bixinta mushahaar sare oo uu helo iskiis u shaqeyste
<p>The Gig Worker Premium Pay Ordinance requires covered Food Delivery Network Companies to pay gig workers additional compensation, called “premium pay,” for delivery orders with pick-up or drop-off points in Seattle. Premium pay is in addition to compensation, bonuses, commissions, and tips owed to a gig worker for services provided. This law is effective from 8:30 PM on June 26, 2020 until the end of the COVID-19 civil emergency.</p>	<p>Xeerka Bixinta Mushahaarka Sare waa mid laga doonayo Shabakadaha Shirkadaha Cunto geynta inay dadka iskood u shaqeysta siiyaan mushahaar deeraad ah oo la yiraahdo “Mushahar Sare” mar haddii ay geynayaan dalabyada qaadista amase geynta nawaaxiga Seattle. Mushahaarka sare waa ka dheeraad magdhowga, gunada iyo abaalmarinta ay leeyihiin dadka xoogsada ah taasoo ku aadan adeegyada ay bixiyaan. Sharcigan waxa uu hirgaleyaa laga bilaabo 8:30 PM ee June, 26th, 2020 ilaa dhamaadka Covid 19 xaaladiisa degdega ah.</p>
<p>Which companies are covered by this law? This law applies to Food Delivery Network Companies (FDNCs), which 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 (“gig workers”). To be covered by this law, the FDNC must hire 250 or more gig workers worldwide.</p>	<p>Shirkadahee buu sharcigani qabanayaa? Sharcigani waxuu qabanayaa shirkadaha ku mideysan cunta geynta (FDNCs) kuwaasoo ay ku jiraan shirkadaha bixiya sii dalbadashada cuntada, cabitaanka, amase adeega geynta raashinka (grocery) oo bixiya mushahaarka adoo isticmaalaya internetka amase taleefanka taasoo macaamiisha ku xiraya shaqaalaha wax geeya (Gig Workers). Si sharcigani u hirgalo, the FDNC waa inay shaqaaliisaa dad iskood xoogsata ah oo badan caalamkoo dhan.</p>
<p>Which gig workers are covered by this law? This law applies to gig workers who accept offers of delivery services for compensation from a covered FDNC. To be covered by this law, the gig worker must make a delivery with a drop-off or pick-up point in Seattle.</p>	<p>Waa kuwee xoogsatada uu sharcigani daboolayo? Sharcigani waxuu daboolayaa dadka xamaalatada oo aqbala bixinta adeega wax geynta si ay u helaan mushahaar/magdhow shirkadaha oo saameyey FDNC. Si uu sharcigani u dhaqan galo, qofka xoogsadeha ah waa inuu sameeyaa adeega geynta sida qaadis amase geynta goob ka mida Seattle.</p>

<p>How much premium pay is owed? A gig worker must receive at least \$2.50 per order in premium pay, where there is either a pick-up or drop-off in Seattle.</p> <p>A worker is also owed the following additional amounts if applicable to that same online order:</p> <ul style="list-style-type: none"> ▪ \$1.25 for each additional pick-up point in Seattle ▪ \$1.25 for each additional drop-off point in Seattle 	<p>Imisaa mushahaar dheeraada bey leeyihiin? Qofka xoogsade ah waa inuu helaa ugu yeraan \$2.50 dalabkasta oo bixin/mushuhaar dheeraada, meeshaas oo qaadis amase geedis ay jirto oo Seattle ah.</p> <p>Qofkasta xoogsade ah waxuu xaq u leeyahay qaybo dheeraada hadii tahay dalab internetka oo kale.</p> <ul style="list-style-type: none"> • \$1.25 dalab kasta oo dheeraada oo laga qaado Seattle • \$1.25 dalab kastoo oo la geeyo meel Seattle ah.
<p>Food Delivery Network Companies must:</p> <ul style="list-style-type: none"> ▪ Pay premium pay at the same time compensation is provided for the rest of the online order ▪ Identify which orders qualified for premium pay ▪ Separately itemize premium pay from other compensation ▪ Provide workers with individual, written notice of the rights granted by this law, including the right to be free from retaliation. Notice must be made by phone application or online web portal, in English and the worker’s primary language. 	<p>Shabakadda shirkadaha Cunto Geyntu waa inay:</p> <ul style="list-style-type: none"> • Bixiyaan mushuhaar sare iyadoo sidaan oo kale siinayaan magdhow wixii soo haray ee dalabka internetka. • Waa inay tilmaamaan dalabyada u qalma mushuhaar sare • Waa in kala soocaan mushuhaar sare iyo wixii kale ee magdhow ah • Waa in ay si gooni ah qoraal ugu wargeliyaan xoogsatada xuquuqda uu siinayo qaanuunka oo ay ku jirto xaq ah inuu ka madax banaan yahay in laga aarguto. Wargelinta waa in lagu sameeyo barnaamij teleefoon ama bogga internet ka ah iyadoo lagu sameynayo English iyo luqadda asalka ah ee xoogsatada.
<p>Consumer & Gig Worker Protections Companies are prohibited from taking these actions, if they are taken as a result of this law going into effect:</p> <ul style="list-style-type: none"> ▪ Reducing or modifying service areas in Seattle ▪ Reducing a worker’s compensation ▪ Limiting a worker’s earning capacity ▪ Adding customer charges to grocery orders 	<p>Shirkadaha dhawra macaamiisha iyo xoogsatada mushuhaar sare qaata waxaa ka reeban in ay qaadaan tallooyinka, haddii gaar ahaan loo qaaday dhaqan gelidda qaanuunkaan:</p> <ul style="list-style-type: none"> • In ay yareeyaan ama bedelaan goobaha adeegyada ee Seattle • In ay hoos u dhigaan magdhowga shaqaalaha • In ay koobaan awoodda macaashka ee xoogsatada • In ay dalabaadka cuntada ku siyaadiyaan adeegga macaamiisha
<p>SEATTLE OFFICE OF LABOR STANDARDS</p>	<p>XAFIISKA SEATTLE U QAABILSAN HEERARKA SHAQADA</p>
<p>Our mission 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.</p>	<p>Aragtidayada howlgalku waa in la horumariyo heerarka shaqada iyadoo loo marayo lamaanaynta bulshada iyo ganacsiga gaarka ah, hirgeliniisa istiraatiijiyadeed, iyo cusboonaysiinta horumarinta siyaasadeed, iyadoo la xaqiijinayo cadaaladda bulsho iyo cirqi ama midab.</p>

<p>Our Services Investigation of complaints Outreach to workers Technical assistance for business Resources and referrals</p>	<p>Addegeena Baaritaanka cabashooyinka Wacyigelinta xoogsatada Taageeridda farsamo ganacsiga gaarka ah Agabyada iyo tilmaamidda</p>
<p>Language interpretation and translation available. Accommodations for persons with disabilities are provided. Services are free.</p>	<p>Micnaynta iyo tarjumaadda luqadaha oo la helayo. Dejinta iyo caawinaadda dadka naafada ah ama itaalka daran waxaa loo sameynayaa. adeeg lacag la'aan ah.</p>
<p>More Information Call: (206) 256-5297 Email: laborstandards@seattle.gov Visit: seattle.gov/laborstandards</p>	<p>Haddii aad macluumaad dheeri ah u baahato wac: (206)256-5297 Email: laborstandards@seattle.gov Booqo: seattle.gov/laborstandards</p>
<p>Office of Labor Standards – 06/26/2020 <i>The information provided in this document is not intended as legal advice and should not be used as a substitute for laws and regulations. For more detailed information about this law, please visit the OLS Gig Worker Premium Pay Ordinance webpage.</i></p>	<p>Xafiiska Heerarka Shaqada (XHS) - 06/26/2020 Macluumaadka lagu qoray warqaddaan looguma talogelin sidii la talin qaanuun ahaan ah waana in aan loo isticmaalin bedelka qaanuunka iyo xeerarka. Haddii aad macluumaad tifaaf tiran ee qaanuunka u baahato, fadlan booqo bogga XHS ee xeerka Mushaharka Dheeraadka ah ee shaqaalaha.</p>