



Seattle Office of Labor Standards

Office of Labor Standards - Covid-19 Gig Worker Paid Sick and Safe Time Ordinance Fact Sheet

ENGLISH	Simplified Chinese
Gig Worker Paid Sick and Safe Time Fact Sheet	零工工作者带薪病假和安全时间基本资料
<p>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.</p>	<p>根据零工工作者带薪病假和安全时间条例，某些零工工作者可以从运输网络公司和食物递送网络公司，获得带薪病假和带薪安全时间（零工工作者 PSST）。从 2020 年 7 月 13 日起，这条临时法律允许受覆盖的零工工作者，在符合条件的情况下，享受带薪假（以 24 小时为时间单位），用于照顾自身的健康和安全，或家庭成员的健康和安全。这个提供零工工作者 PSST 的要求将在任何 COVID-19 民事紧急状态结束的 180 天后失效。</p>
<p>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.</p>	<p>哪些公司受这条法律覆盖？ 这条法律适用于按照 Seattle Municipal Code 6.310（西雅图市政法典 6.310）取得执照的运输网络公司（TNC），和在全球范围内聘用 250 名或以上零工工作者的食物递送网络公司（FDNC）。食物递送网络公司包括那些通过使用线上或手机应用程序连接用户和递送员，提供预先安排的食物、饮品或食品杂货有偿递送服务的公司。</p>
<p>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.</p>	<p>哪些零工工作者受这条法律覆盖？ 这条法律适用于接受任何一家受覆盖的运输网络公司或食物递送网络公司提供的、有偿行程或递送服务工作的零工工作者。若要受到这条法律覆盖，该名零工工作者必须向位于西雅图的起点或终点提供行程或递送。</p>
<p>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.</p>	<p>工作者赚取多少零工工作者 PSST？ 从 2019 年 10 月 1 日起算，受覆盖的零工工作者每在西雅图工作 30 天，即赚取一天的零工工作者 PSST。一</p>

<p>Each day with at least one pick-up or drop-off in Seattle counts towards accrual.</p> <p>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.</p> <p>Hiring entities must notify covered gig workers of their accrued, reduced and available balance of Gig Worker PSST at least once a month.</p>	<p>天当中若有最少一个位于西雅图的起点或终点，即可计算该天。</p> <p>雇用单位亦可就 2019 年 10 月 1 日至 2020 年 7 月 13 日这段时间，提供 5 天的零工工作者 PSST，以代替使用标准算法累计。零工工作者可以参阅其公司的零工工作者 PSST 政策，或其每月累计通知，以了解对其适用的算法。</p> <p>雇用单位必须至少每月一次，通知受覆盖的零工工作者其零工工作者 PSST 所累计、减少和剩余的时间。</p>
<p>How much does a worker get paid for a day of Gig Worker PSST?</p> <p>Gig workers are paid for PSST based on their “average daily compensation,” calculated by the following steps:</p> <ol style="list-style-type: none"> 1. <u>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.</u> 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. 	<p>零工工作者的零工工作者 PSST 日薪是多少？</p> <p>零工工作者的 PSST 薪酬根据其“平均每日报酬”而定，用以下步骤计算：</p> <ol style="list-style-type: none"> 1. <u>判定该零工工作者从 2019 年 10 月 1 日起，收入最高的日历月，只算入在西雅图工作（有最少一个位于西雅图的起点或终点）的日子。</u>包括所有的付薪、奖金、佣金和小费。 2. <u>计算该收入最高的日历月内，所有在西雅图工作的日子的平均收入。</u>用总收入除以天数。
<p>When can a gig worker use Gig Worker PSST?</p> <p>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:</p> <ul style="list-style-type: none"> • 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 • For reasons related to domestic violence, sexual assault or stalking that affect the gig worker or the gig worker’s family or household member. <p>If a gig worker requests more than three consecutive days of Gig Worker PSST, a hiring entity may request reasonable</p>	<p>零工工作者可以在什么时候使用零工工作者 PSST?</p> <p>零工工作者可以在累计入一天以后，使用其零工工作者 PSST，前提是在使用以前的 90 天内，有为该雇用单位在西雅图工作。零工工作者可在下列的情况，使用带薪病假和安全时间，以照顾自己或家庭成员：</p> <ul style="list-style-type: none"> • 与心理或生理疾病、受伤或健康状况相关的护理，医疗预约，或预防性质的医疗护理； • 其雇用单位被公职人员出于限制传染源、生物毒素或有害物质的暴露的目的，下令暂停或停止运营； • 其家庭成员的学校或照顾机构关闭； • 其雇用单位就任何健康或安全相关的理由，减少、暂停或停止运营；或 • 因家庭暴力、性侵犯或缠扰相关的原因，自身、其家庭或同住成员受到影响。 <p>如零工工作者要求多于三个连续日的零工工作者 PSST，雇用单位可以要求获得合理的信息，用于核实该名零工工作者是出于覆盖范围内的理由休假。雇用单位不可询问使用的性质，只可询问该理由是否是经认可的理由。</p>

<p>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.</p>	
<p>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.</p>	<p>零工工作者如何使用零工工作者 PSST? 零工工作者可以通过其雇用单位提供的电子处理程序要求使用 PSST。一旦提出要求，即马上开始使用，有效时间为 24 小时。当零工工作者向其雇用单位要求使用零工工作者 PSST，即代表他在其后的 24 小时内，不会接受行程或递送请求。雇用单位必须通知该工作者，他以 24 小时为计算单位的零工工作者 PSST 会在什么时候结束。 如果零工工作者在该 24 小时的时间段内接受行程或递送请求，雇用单位不可处罚该名零工工作者，但可以拒绝支付当天的零工工作者 PSST 报酬，并且将当天的零工工作者 PSST 重新计入该名工作者的累计余额。雇用单位必须在要求提出后的 14 个日历日内，或在下一个定期发薪日，付清零工工作者 PSST。</p>
<p>Covered hiring entities must provide the following written notices to workers:</p> <ul style="list-style-type: none"> • 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. <p>This information must be provided online or by phone application, in English and the worker’s primary language.</p>	<p>受覆盖的雇用单位必须向工作者提供下列书面通知：</p> <ul style="list-style-type: none"> • 通知这条法律所赋予的权利，包括免受报复的自由。 • 雇用单位满足这条法律的要求的政策和程序。 • 每月通知-包括（1）零工工作者目前用于计算零工工作者 PSST 的平均每日薪酬，和（2）已累计、减少和可以使用的零工工作者 PSST 天数。 <p>这些信息必须在线上或通过手机应用程序，用英语和工作者的主要语言提供。</p>