

Proposed Substitute Bill “D5a” for PSST for Gig Workers Ordinance, CB 119793

Sponsor: Councilmember Mosqueda

This chart summarizes the amendments in the proposed substitute bill, “D5a”

Issue	Description
A. Definitions	<p>The substitute bill would add or modify the following definitions:</p> <ul style="list-style-type: none">• “Day worked” or “days worked” means any calendar day(s) that a gig worker <u>accepts an offer of prearranged delivery or transportation services for compensation from</u> works for a hiring entity, where the work is performed in whole or part in Seattle.
B. Accrual	<p>The substitute bill would require hiring entities to file information with the Office of Labor Standards (OLS) regarding PSST accrued before the effective date of the ordinance. Hiring entities would file the following information with OLS within 14 days after the effective date of the ordinance:</p> <ul style="list-style-type: none">• Hiring entity’s registered legal name and trade name; and• Hiring entity’s chosen accrual method for PSST that accrued before the effective date of the ordinance.
C. Use	<p>The substitute bill would clarify a gig worker’s ability to request PSST. A gig worker could choose to request PSST for immediate use, <u>including consecutive days of use</u> or in advance of use.</p> <p>The substitute bill would establish requirements for compensating gig workers for use of PSST. Hiring entities would compensate the gig worker for the requested day(s) of PSST no later than 14 calendar days or the next regularly scheduled date of compensation following the requested day(s) of PSST. If a hiring entity required reasonable verification, the gig worker must be compensated no later than the next regularly scheduled date of compensation after providing the verification.</p> <p>The substitute bill would require hiring entities to provide gig workers with notice of their 24-hour period of PSST use. Hiring entities would provide the gig worker with notice, via smartphone application, online web portal or personal log-in, of the duration of their 24-hour increment for use of the paid sick and paid safe time.</p>

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<p>D. Monthly Notification</p>	<p>The substitute bill would require hiring entities to include additional information in the gig worker’s monthly notification of PSST information. In addition to providing the current rate of average daily compensation and the amount of available PSST, hiring entities would include any amount (provided for other paid leave used for a PSST purpose) that the hiring entity may subtract from a gig worker’s compensation for PSST accrued before the effective date of the ordinance.</p>
<p>E. Notice of Rights</p>	<p>The substitute bill would require additional information in the hiring entity’s policy and procedure. Hiring entities would need to include information on:</p> <ul style="list-style-type: none"> • Any frontloading policies; and • Any policy subtracting the amount of compensation provided to a gig worker for other paid leave (used for a PSST purpose) for PSST that accrued before the effective date of this ordinance.