

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact/Phone:	CBO Contact/Phone:
LEG	Karina Bull / x6-0078	n/a

** Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.*

1. BILL SUMMARY

Legislation Title: AN ORDINANCE relating to gig workers in Seattle; establishing labor standards requirements for paid sick and paid safe time for gig workers working in Seattle; and amending Sections 100.015 and 100.080 of Ordinance 126091 to make technical corrections.

Summary and background of the Legislation: In June 2020, the City Council (Council) passed Ordinance 126091 (Paid Sick and Safe Time for Gig Workers Ordinance) to support gig workers working for food delivery network companies and transportation network companies during the new coronavirus (COVID-19) global pandemic.

Effective July 13, 2020, the ordinance requires hiring entities (*i.e.*, food delivery network companies and transportation network companies with 250 or more gig workers worldwide) to provide gig workers working in Seattle with paid leave to care for their personal and family members' health conditions or safety needs.

Hiring entities are required to provide gig workers with paid sick and paid safe time until 180 days after the termination of the civil emergency proclaimed by the Mayor on March 3, 2020 or the termination of any concurrent civil emergency proclaimed by a public official in response to the COVID-19 public health emergency and applicable to the City, whichever is latest.

The Office of Labor Standards (OLS) implements and enforces the ordinance. OLS conducts outreach to workers and hiring entities and has authority to conduct investigations. If OLS finds that a hiring entity violated the ordinance, the Director can issue an order requiring payment of unpaid compensation to the gig worker(s) and penalties payable to the City and the gig worker(s).

This legislation would make several technical amendments to the Paid Sick and Safe Time for Gig Workers Ordinance to support implementation and enforcement. The following amendments are consistent with the Council's intention:

- Clarification that gig workers who are employees under SMC 14.16 (Paid Sick and Safe Time Ordinance for employees) for covered hiring entities are not covered gig workers under this ordinance; and
- Clarification that the highest penalty for a third or subsequent violation of the ordinance is \$5,462.70 per aggrieved party, or an amount equal to ten percent of the total amount of unpaid compensation, whichever is greater.

2. CAPITAL IMPROVEMENT PROGRAM

Does this legislation create, fund, or amend a CIP Project? ___ Yes x No

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation amend the Adopted Budget? ___ Yes x No

Does the legislation have other financial impacts to the City of Seattle that are not reflected in the above, including direct or indirect, short-term or long-term costs?
No.

Is there financial cost or other impacts of *not* implementing the legislation?
No.

4. OTHER IMPLICATIONS

a. Does this legislation affect any departments besides the originating department?

No.

b. Is a public hearing required for this legislation?

No.

c. Does this legislation require landlords or sellers of real property to provide information regarding the property to a buyer or tenant?

No.

d. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?

No

e. Does this legislation affect a piece of property?

No

f. Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities? What is the Language Access plan for any communications to the public?

The Race and Social Justice Initiative is the City's commitment to eliminate racial disparities and achieve racial equity in Seattle. This legislation would support the implementation and enforcement of an ordinance that fosters the financial and physical well-being of Black, Indigenous, and People of Color who are working as gig workers during the COVID-19 emergency. According to the Bureau of Labor Statistics, Black gig workers account for 17 percent of electronically mediated workers, higher than their representation in overall employment (12%). National and local studies also show that Black, Indigenous, and People of Color are more likely to earn lower incomes.

- g. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s).**

Not applicable.

List attachments/exhibits below: