

## **Premium Pay Notice of Rights**

The City of Seattle passed a law known as the Gig Worker Premium Pay Ordinance (the “Ordinance”). The Ordinance requires certain businesses, referred to as FDNCs, to provide a notice of rights under the Ordinance. This is the required notice of rights.

### **1) The right to premium pay guaranteed by the Ordinance.**

The Ordinance is a temporary law that allows certain gig workers access to premium pay. A gig worker must receive at least \$2.50 of premium pay per order, where there is either a pick-up or drop-off in Seattle.

### **2) The right to be protected from retaliation for exercising in good faith the rights protected by the Ordinance.**

The Ordinance prohibits retaliation for exercising in good faith any rights protected by the Ordinance; the right to make inquiries about the rights protected under the Ordinance; the right to inform others about their rights under the Ordinance; the right to inform a FDNC, a person's legal counsel, a union or similar organization, or any other person about an alleged violation of the Ordinance; the right to file an oral or written complaint with the Seattle Office of Labor Standards or bring a civil action for an alleged violation of the Ordinance; the right to cooperate with the Seattle Office of Labor Standards in its investigations of the Ordinance; the right to testify in a proceeding under or related to the Ordinance; the right to refuse to participate in an activity that would result in a violation of city, state or federal law; and the right to oppose any policy, practice, or act that is unlawful under the Ordinance.

### **3) The right to file a complaint with the Agency or bring a civil action for certain reasons.**

The Ordinance states that a complaint or civil action may be filed for violation of the requirements of the Ordinance, including, without being limited to, denial of premium pay as required by the Ordinance, and retaliation against a gig worker for exercising rights granted by this Ordinance.