

Attachment E - Notice to Seattle App-Based Workers

The Office of Labor Standards (OLS) investigated Portier, LLC dba Uber Eats under the Independent Contractor Protections (ICP) Ordinance and the App-Based Worker Minimum Payment (ABWMP) Ordinance.

OLS investigated Uber Eats under the ICP Ordinance for allegedly failing to consistently provide compensation that conformed to the terms of its contracts. OLS also investigated Uber Eats under the ABWMP Ordinance for allegedly failing to provide the minimum per-offer amount required for certain cancelled orders. Uber Eats agreed to settle this investigation and pay settlement payments to resolve claims for back wages and other amounts under the Ordinances, and to take other steps to comply with the Ordinances.

The ICP Ordinance requires, among other things, that covered hiring entities provide covered independent contractors: (1) pre-work written notice of their rates of pay, including any applicable price multiplier or variable pricing policy, or multiplier incentive pay applicable to the offer of work; (2) timely payment that conforms to the terms and conditions of their contract; and (3) itemized payment notices that include the rates of pay, including any applicable price multiplier or variable pricing policy, or incentive pay applicable to the work.

The ABWMP Ordinance requires, among other things, for offers cancelled by the network company or the customer, and for offers cancelled by the app-based worker with cause, that the network company make a minimum payment if the offer resulted in engaged time or engaged miles prior to cancellation. The only exception is if the offer is cancelled before three minutes have elapsed since the worker accepted the offer and before the worker has traveled 0.25 of a mile in furtherance of the offer. Otherwise, for offers cancelled by the network company or the customer, and for offers cancelled by the app-based worker with cause, the network company must compensate the worker the greater of either: (a) the minimum per-minute amount for engaged time, plus the minimum per-mile amount for engaged miles; or (b) \$5.20.

Retaliation for asserting your rights under the Ordinances is prohibited. If you think you are being retaliated against, contact the Office of Labor Standards at 206-256-5297.

Additional information about Seattle's ordinances can be found at www.seattle.gov/laborstandards/ordinances.