

Notice of Rights

Shipt, Inc. (“Shipt”) is providing this written “Notice of Rights” pursuant to Seattle Municipal Code Chapter 8.39, “App-Based Worker Paid Sick and Safe Time Ordinance (“Ordinance”).¹

Right to Paid Sick and Paid Safe Time

Under the Ordinance, app-based workers utilizing the Shipt technology platform are eligible to accrue paid sick and paid safe time (“PSST”) for days worked in whole or in part within the City of Seattle.

Amount of Paid Sick and Paid Safe Time Accrual and Terms of Use

App-based workers who accrued paid sick and safe time under the previous gig worker paid sick and safe time ordinance shall retain all accrued, unused paid sick and safe time and can use it pursuant to Chapter 8.39. Eligible app-based workers will earn one day of PSST for every 30 calendar days worked in whole or in part in Seattle.

This law applies to all eligible app-based workers who worked in Seattle at least once in the 90 calendar days before requesting to use PSST. Eligible app-based workers may use PSST in 24-hour increments for any reason covered by the Ordinance, including:

- If the app-based worker or the app-based worker’s family member has a mental or physical illness, injury, or health condition that requires medical diagnosis, care, treatment, or preventive medical care;
- If Shipt has suspended or otherwise discontinued operations by order of a public official, for any health-related reason, to limit exposure to an infectious agent, biological toxin, or hazardous material;
- If Shipt has reduced, suspended, or otherwise discontinued operations for any health or safety related reason;
- If the app-based worker’s family member’s school or place of care has been closed; and
- If the app-based worker needs to care for or in any way assist themselves, a family member, or a household member for reasons related to domestic violence, sexual assault, or stalking as set out in RCW 49.76.030.

In the event an eligible app-based worker believes he/she has not received the correct amount of PSST, please contact shoppers@shipt.com.

Retaliation Prohibited

App-based workers are protected from retaliation for exercising in good faith the rights protected by the Ordinance.

¹ Shipt is providing the instant Notice of Rights in compliance with the App-based Worker Paid Sick and Safe Time Ordinance (SMC Chapter 8.39).

Communication of Paid Sick and Safe Time Accrual

Shipt will provide eligible app-based workers with regular written notification of their current rate of average daily compensation for use of paid sick and paid safe time, and an updated amount of accrued, reduced, and available paid sick and paid safe time via email once a month.

Additional Rights

App-based workers also have the right to file a complaint with Seattle's Office of Labor Standards or bring a civil action for a violation of the requirements of the Ordinance, including denial of paid sick time and paid safe time as required by the Ordinance and retaliation against a app-based worker for requesting or taking paid sick and paid safe time or otherwise engaging in an activity protected by the Ordinance.

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