

Notice of Rights

Shipt, Inc. (“Shipt”) is providing this written “Notice of Rights” pursuant to the City of Seattle’s Gig Worker Paid Sick and Safe Time Ordinance (“Ordinance”).¹

Right to Paid Sick and Paid Safe Time

Under the Ordinance, gig 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

From October 1, 2019 to July 12, 2020, eligible gig workers will retroactively earn one day of PSST for every 30 calendar days worked in whole or in part within Seattle. From July 13, 2020 onward², eligible gig workers will earn one day of PSST for every 30 calendar days worked in whole or in part within Seattle.

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

- If the gig worker or the gig 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 gig worker’s family member’s school or place of care has been closed; and
- If the gig worker needs to care for 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 gig worker believes he/she has not received the correct amount of PSST, please contact shoppers@shipt.com.

Retaliation Prohibited

¹ Shipt is providing the instant Notice of Rights in compliance with the Gig Worker Paid Sick and Safe Time Ordinance (Council Bill No. 126091), Section 100.045 “Notice of Rights”.

² The Ordinance takes effect July 13, 2020, and ends 180 days after either (1) the termination of the Mayor of Seattle’s March 3, 2020 proclamation of a civil emergency, or (2) the termination of any concurrent civil emergency applicable to Seattle that is proclaimed by a public official in response to COVID-19, whichever is later.

Gig workers are protected from retaliation for exercising in good faith the rights protected by the Ordinance.

Additional Rights

Gig 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 gig worker for requesting or taking paid sick and paid safe time or otherwise engaging in an activity protected by the Ordinance.