Uber and the On-Demand Economy: How Should the Service Providers Be Classified in Washington? - Webinar

Description: Learn how the recent Uber ruling will affect Washington's labor force.

With the rise of on-demand services like Uber, questions have arisen about how laws that govern the employer-employee relationship should be applied to the relationships formed through on-demand applications. The resulting uncertainty makes it difficult to make informed strategic decisions. This topic helps those who participate in the on-demand economy understand how existing legal principles may burden and restrict their freedom to define the legal relationship. The topic will explain how the anti-discrimination, wage and hour, and collective bargaining laws may be brought to bear in the on-demand economy, and the steps that service providers might take to limit exposure to those laws. This topic will describe recent efforts in Seattle at giving more rights to those who work in the on demand economy, and examine the rules applied by Washington enforcement authorities.

Learning Objectives:
- You will be able to define “on-demand economy.”
- You will be able to discuss the factors used to determine independent contractor status.
- You will be able to describe how the City of Seattle is providing a form of collective bargaining for those who work in the on demand economy.
- You will be able to review how the antidiscrimination laws apply in the on-demand economy.

Contents: Introduction - the on Demand Economy

Independent Contractor Analysis
- Traditional Factors
- Effect of Changes in the Way Business Is Being Done

Employer-Employee Analysis
- Traditional Factors
- Wage and Hour Laws
- Collective Bargaining
- Anti-Discrimination Laws

Analysis of Recent Cases


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