



Gig Companies Accounted for 88% of Seattle's 2025 Labor Standards Remedies

Original analysis of 312 records from the Seattle Office of Labor Standards, June 2016–June 2026 (calendar years; headline: 2025). Published October 20, 2026. <https://settlementinsight.com/research/seattle-gig-companies-share-labor-recoveries>

App-based network companies accounted for \$19.0 million, or 88%, of the \$21.6 million in remedies listed in the Seattle Office of Labor Standards' 2025 resolved-investigation summaries. One Uber Eats settlement of \$15.0 million made up 70% of the 2025 total; without it, gig companies' share would have been 61%. Across all summaries from 2016 to mid-2026, gig companies account for \$38.1 million of \$68.2 million (56%).

88%

Share of 2025 OLS remedies from gig companies

\$19M

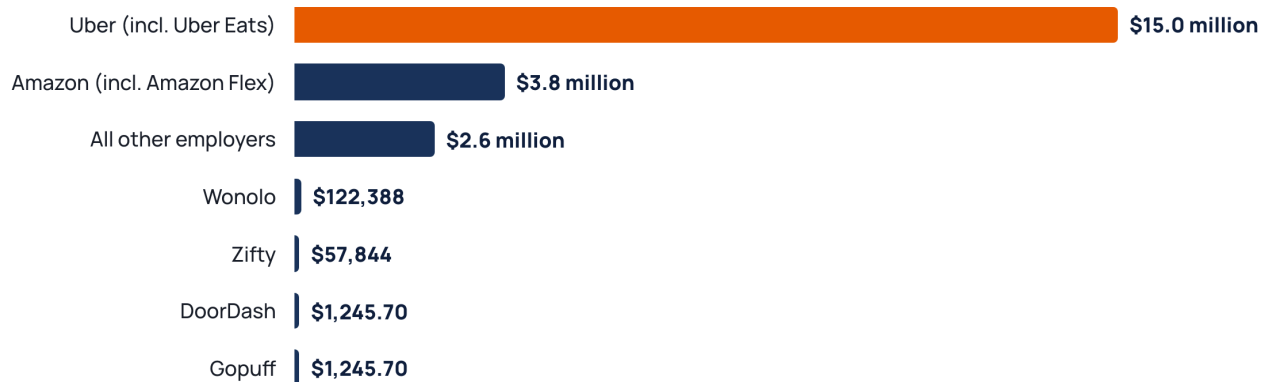
Assessed against gig companies in 2025

70%

Share of 2025 total from one Uber Eats case



Remedies in Seattle OLS 2025 case summaries, by respondent



Source: Settlement Insight analysis of data from the Seattle Office of Labor Standards
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What Seattle's labor case summaries show

- 1. Gig companies dominated 2025.** Of the 29 cases in the 2025 summaries, 9 were against app-based network companies, and they accounted for \$19.0 million of \$21.6 million in remedies (88%). The other 20 employers together accounted for \$2.6 million.

2. **One Uber Eats settlement drives the number.** Uber Eats settled claims under the Independent Contractor Protections and App-Based Worker Minimum Payment ordinances for \$15.0 million, 70% of all 2025 remedies. Amazon's cases, led by a \$3.8 million Amazon Flex settlement, added \$3.8 million (18%).
3. **Uber leads among gig companies.** Across all summaries, Uber (including Uber Eats) accounts for \$26.5 million in 14 cases, 70% of the money from gig companies and 39% of all remedies listed. Amazon (incl. Amazon Flex) follows with \$3.8 million.
4. **The share swings with single cases.** Gig companies' share was 40% in 2021, 68% in 2022 and 79% in 2023 (January–September only; OLS posted no October–December page), fell to 16% in 2024 and rose to 88% in 2025. The 117 cases posted before 2020 include no gig company case.
5. **The 2025 total matches OLS's own figure.** The 2025 summaries add up to \$21.6M, within 0.30% of the \$21.7M OLS reports as assessed in 2025 investigations.

How we measured

Source: the Seattle Office of Labor Standards (OLS) Resolved Investigations pages, which OLS posts every quarter back to June 2016, as held in our database on October 19, 2026 (312 case paragraphs with a dollar amount). We re-checked the paragraphs on most of the quarterly pages from July–September 2020 through April–June 2026 against copies retrieved on October 20, 2026. Two listings that repeat an earlier case (a Hearing Examiner affirmation and an enforcement follow-up) were dropped, and two paragraphs that combined two cases were split into separate cases using the amounts on the OLS page. The OLS index page shows one lead summary under each quarter heading; 17 of them (\$10.6 million, of which \$4.4 million from gig companies) appear on no quarterly page and carry no date in our table, so we dated each by the quarter heading it stands under. Two further lead summaries missing from our table, an Uber case under the Transportation Network Company Minimum Compensation Ordinance (April–June 2022) and a paid sick time and wage theft case (October–December 2018), were added with the amounts OLS states (\$3,653 combined).

A case counts as a gig company case when it was brought under one of Seattle's gig or app-based worker ordinances (Premium Pay for Gig Workers, Paid Sick and Safe Time for Gig Workers, App-Based Worker Paid Sick and Safe Time, App-Based Worker Minimum Payment, App-Based Worker Deactivation Rights, and the transportation network company driver ordinances) or when OLS describes the respondent as a network company. Cases against platform-based businesses under other ordinances, such as a Domestic Workers Ordinance case against Handy and a Fair Chance Employment case against BlueCrew, are counted with other employers.

The amount per case is the total remedy OLS states in the summary: back pay, interest, liquidated damages, civil penalties and, where OLS includes them in the stated total, fines and paid sick time credits. Years follow the posting quarter. Where OLS names fines separately from the total remedy, as in the Amazon Flex case, the fines are not added. The share is the remedy total for gig company cases divided by the total for all cases in the same year. The 2025 total of \$21.6M is within 0.30% of the \$21.7M OLS's 2025 Year in Review reports as assessed in investigations.

Checked against published figures

- Total amount assessed in OLS investigations, calendar 2025 (sum of all 2025 resolved-investigation summaries): published \$21.7M, our count \$21.6M (0.30% apart). [Seattle Office of Labor Standards, 2025 Year in Review](#)

Limitations

- OLS calls these pages summaries of "just some" of its closed investigations. For 2025 they match OLS's annual total, and for 2017 through 2025 the summaries add up to \$63.2 million, about 96% of the \$65.7 million OLS reports as assessed since 2017. Shares for earlier years may therefore differ from shares of all OLS enforcement.
- Remedies are amounts agreed in settlements or ordered by OLS, not confirmed payments, and some include paid sick time credits rather than cash.
- Dates are the quarter in which OLS posted a summary, not the date a case closed. There is no October–December 2023 page, so 2023 covers January–September only. The 17 lead summaries from the OLS index page are dated by the quarter heading they appear under.
- The first half of 2026 is incomplete: OLS posts summaries after each quarter ends, so later 2026 cases are not yet included, and a half-year share is not comparable with full years.
- A single settlement can decide a year's share, so year-to-year changes reflect individual cases, not a measured change in compliance. The data do not show how many violations occurred, only what OLS resolved and summarized.

Data files

- [Seattle OLS remedies in 2025 by respondent](#) (CSV, 7 rows)
- [Seattle OLS remedies from app-based network companies, by company](#) (CSV, 16 rows)
- [Seattle OLS resolved-investigation remedies by year, gig vs. other employers](#) (CSV, 11 rows)

How to cite

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