

1 Adopted:
2 Effective:

3 SNOHOMISH COUNTY COUNCIL
4 SNOHOMISH COUNTY, WASHINGTON

5
6 SUBSTITUTE EMERGENCY ORDINANCE NO. 21-___

7
8 RELATING TO COUNTY EMPLOYMENT, PROVIDING FOUR
9 ADDITIONAL HOURS OF EMPLOYEE LEAVE TO ENCOURAGE AND FACILITATE
10 COVID-19 VACCINATIONS FOR EMPLOYEES

11
12 **WHEREAS**, SARS-CoV-2 (COVID-19) disease is caused by a virus that spreads easily
13 from person to person and may result in serious illness or death, and is classified by the World
14 Health Organization as a worldwide pandemic; and

15
16 **WHEREAS**, COVID-19 has broadly spread throughout Washington State and remains a
17 significant health risk to the community, especially members of our most vulnerable populations;
18 and

19
20 **WHEREAS**, as of February 27, 2021, three vaccines are authorized for emergency use by
21 the United States Food & Drug Administration; and

22
23 **WHEREAS**, as of April 15, 2021, all County employees are eligible to receive a
24 vaccination against COVID-19; and

25
26 **WHEREAS**, as of August 3, 2021, the Snohomish Health District reported a total of
27 40,427 confirmed positive cases in Snohomish County since the beginning of the pandemic, plus
28 an additional 3,834 probable positive cases and 632 deaths in Snohomish County as a result of
29 COVID-19; and

30
31 **WHEREAS**, to prevent the spread of COVID-19 it is necessary to achieve the highest rate
32 of vaccination of the Snohomish County population as possible; and

33
34 **WHEREAS**, the Centers for Disease Control has recommended that employers develop
35 plans to facilitate worker vaccinations; and

36
37 **WHEREAS**, as of August 10th, COVID-19 cases are again spiking as a result of high levels
38 of community transition of the highly infectious delta variant, with the two-week case count
39 increasing to 279 infections per 100,000 people; and

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41 **WHEREAS**, the current wave of infections is also causing an alarming increase in the
42 number of hospitalized patients, putting further strain on local health care resources; and

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44 **WHEREAS**, the best long-term protection from the effects of COVID-19 is vaccination,
45 as evidenced by July case rates and hospitalizations, of which vaccinated Snohomish County
46 residents were one-tenth of those for the unvaccinated; and

ORDINANCE NO. 21-___
RELATING TO COUNTY EMPLOYMENT, PROVIDING FOUR ADDITIONAL HOURS OF EMPLOYEE
LEAVE TO ENCOURAGE AND FACILITATE COVID-19 VACCINATIONS FOR EMPLOYEES - 1

1
2 **WHEREAS**, the County wishes to encourage and facilitate the ability of its employees to
3 receive a COVID-19 vaccination by providing appropriate leave time;

4
5 **NOW, THEREFORE, BE IT ORDAINED:**

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7 Section 1: **Additional Employee Leave**

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9 Within two pay periods after the effective date of this ordinance, employees shall be
10 provided with a one-time addition of leave hours as follows:

- 11
12 A. Employees entitled to receive sick leave under SCC 3A.06.010 and SCC 3A.06.040
13 or under the terms of a collective bargaining agreement shall have four (4) hours of
14 sick leave added to their accrual balance.
15 B. Employees entitled to receive leave under SCC 3.68.070 shall have four (4) hours
16 (one-half day) of such leave added to their accrual balance.

17
18 Section 2: **Executive Authority**

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20 The Executive is authorized to enter into agreements with bargaining unit representatives
21 regarding application of this ordinance to represented employees that solely mirror its provisions.

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23 Section 3: **Savings**

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25 With respect to the subject matter of this ordinance, the County will retain the status quo
26 working conditions of employees covered by existing collective bargaining agreements or a
27 dynamic status quo until such time as the working conditions of such employees are changed in
28 accordance with law.

29
30 Section 4: **Findings and Effective Date**

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32 The County Council further finds as a fact that the high transmission rates of the delta
33 variant threatens County operations performed by both unvaccinated County employees as well
34 as vaccinated County employees where breakthrough infections occur and that this ordinance is
35 necessary for public health and safety and the support of county government and its existing
36 public institutions. Based on the foregoing, the County Council declares that an emergency
37 exists, and that this ordinance shall take effect immediately.

38
39 PASSED this ___ day of _____, 2021.

40
41 SNOHOMISH COUNTY COUNCIL
42 Snohomish County, Washington
43
44 Chairperson

45
46 **ATTEST:**
ORDINANCE NO. 21-___
RELATING TO COUNTY EMPLOYMENT, PROVIDING FOUR ADDITIONAL HOURS OF EMPLOYEE
LEAVE TO ENCOURAGE AND FACILITATE COVID-19 VACCINATIONS FOR EMPLOYEES - 2

1
2 _____
3 Clerk of the Council

- 4
5 () APPROVED
6 () EMERGENCY
7 () VETOED

8 DATE:

9
10 _____
11 County Executive

12 ATTEST:
13
14 _____

15
16 Approved as to form only:

17
18
19 _____
20 Deputy Prosecuting Attorney