

SNOHOMISH COUNTY COUNCIL  
Snohomish County, Washington

NOTICE OF ENACTMENT

NOTICE IS HEREBY GIVEN, that on Wednesday, June 23, 2021, the Snohomish County Council adopted Amended Ordinance No. 21-034, which shall be effective July 4, 2021. A summary is as follows:

**Background:** Similar requirements have been enacted in Seattle, King County, and other municipalities and government entities. Hazard pay requirements have been largely a response to the continuing and significant health risks that COVID-19 presents to members of our most vulnerable populations, including through exposure at work for people employed in the grocery industry.

AMENDED ORDINANCE NO. 21-034

AN ORDINANCE OF THE SNOHOMISH COUNTY COUNCIL RELATING TO EMPLOYMENT IN UNINCORPORATED SNOHOMISH COUNTY; ESTABLISHING LABOR STANDARDS REQUIREMENTS FOR ADDITIONAL COMPENSATION FOR GROCERY EMPLOYEES WORKING IN UNINCORPORATED SNOHOMISH COUNTY; AND ESTABLISHING AN EFFECTIVE DATE

Section 1. Adopts findings and recitals in support of establishing a requirement for grocery employees to receive hazard pay for work performed in unincorporated Snohomish County during the COVID-19 emergency will promote job retention, compensate them for the risks of working on the frontlines of a global pandemic, improve their financial ability to access resources for protecting themselves and their families from catching or spreading the virus or coping with illness caused by the virus, and support the welfare of the greater community that depends on grocery employees for safe and reliable access to food.

Section 2. As substantive effects of the ordinance are not permanent, the ordinance is not intended to be codified. Section numbers are for ease of reference within the ordinance, and section and subsection references refer to numbers in the ordinance unless stated otherwise. The section outlines definitions, employee coverage, employer coverage, hazard pay requirements, notice and posting, employer records, prohibition of retaliation, private right of action, waiver, encouragement of more generous policies, other legal requirements, severability, and repeal.

The Council amended the ordinance for hazard pay to be capped at the pre-tax amount of One Thousand Two-Hundred Fifty Dollars (\$1,250.00) per employee.

**Copies of the Ordinance:** To request copies of the ordinance, please call 425-388-3494, 1-800-562-4367 x3494, TDD 1-800-877-8339; or e-mail [Contact.Council@snoco.org](mailto:Contact.Council@snoco.org). The ordinance is also available on the County webpage at <https://snohomishcountywa.gov/2134/Council-Hearings-Calendar> or <https://snohomish.legistar.com>.

Dated this 24<sup>th</sup> day of June, 2021.



Asst. Clerk of the Council

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SUBMIT AFFIDAVIT TO: Council  
SUBMIT INVOICE TO: Executive 106441