

**From:** [Kristi Wester](#)  
**To:** [Contact Council](#)  
**Subject:** Grocery workers deserve hazard pay!  
**Date:** Saturday, June 19, 2021 9:39:06 AM

EXHIBIT # 10

FILE ORD. 21-034

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**CAUTION : This email originated from outside of this organization. Please exercise caution with links and attachments.**

From the beginning of the pandemic the grocery worker has stayed his position as serving the community in which she/he lives —

As a grocery cashier I have had to endure the scariness of COVID-19 upfront and close-not only for myself and my co-workers but for the customer as well - we were ALL suddenly thrust into an unsure world.

The grocery store gave the customer a sense of peace and normalcy when the rest of the world seemed to be in total chaos-

For the first few months the customer would come in and buy 4 or 5 or \$600 worth of groceries because they were told not to leave their home unless absolutely necessary - there was a panic -and in the rush and the surge of that panic WE STAYED THE COURSE and we got it done day after day after day ....after day!

Then, as many people have had to do since , we were among the first who had to endure the newness of no contact, wiping down our touch points, wearing our masks, asking our customers to wear masks, not greeting people the same as we did before -you want to be able to interact and you have to be 6 feet apart so you find a new normal -and over the long haul you notice how it has affected you mentally and physically - it's purely exhausting - while many were calling out or simply quitting because they were so scared or thought they were sick -there are those of us who stayed in to get the job done for our communities— we grocery workers who live in unincorporated Snohomish counties have all felt the grueling toll it takes-

Along with police officers, medical workers, and fire and rescue ..grocery workers were also considered to be first responders- yet there has been no compensation of any significance thus far.

The Company I work for has compensated us with a 4\$/hr pay for our average hours worked over a 13 week span —but even if you were at full-time (40 hours a week) that only amounts to \$160 hazard pay —it's almost shameful!!

We ask that you not only initiate this hazard pay immediately but that you also consider paying it to grocery workers for all the tireless hours we've worked over these past months and not just for a couple more....

**SNOHOMISH COUNTY COUNCIL**

**EXHIBIT #** 11

**FILE** ORD. 21-034

**From:** Dave Poulton SR <[poultond@gte.net](mailto:poultond@gte.net)>

**Sent:** Tuesday, June 22, 2021 9:50 AM

**To:** Contact Council <[Contact.Council@co.snohomish.wa.us](mailto:Contact.Council@co.snohomish.wa.us)>; Nehring, Nate <[nate.nehring@co.snohomish.wa.us](mailto:nate.nehring@co.snohomish.wa.us)>; Dunn, Megan <[Megan.Dunn@co.snohomish.wa.us](mailto:Megan.Dunn@co.snohomish.wa.us)>; Wright, Stephanie <[Stephanie.Wright@co.snohomish.wa.us](mailto:Stephanie.Wright@co.snohomish.wa.us)>; Mead, Jared <[Jared.Mead@co.snohomish.wa.us](mailto:Jared.Mead@co.snohomish.wa.us)>; Low, Sam <[Sam.Low@co.snohomish.wa.us](mailto:Sam.Low@co.snohomish.wa.us)>; Somers, Dave J <[Dave.Somers@co.snohomish.wa.us](mailto:Dave.Somers@co.snohomish.wa.us)>

**Subject:** DEFEAT Ordinance #21-034 Mandating Hazard Pay

**CAUTION** : This email originated from outside of this organization. Please exercise caution with links and attachments.

I do not support this ordinance!

Thank you,

Dave Poulton Sr

Marysville WA

**SNOHOMISH COUNTY COUNCIL**

**EXHIBIT #** 12

**FILE** ORD. 21-034

**From:** Kim Romero <[ona931@gmail.com](mailto:ona931@gmail.com)>

**Sent:** Tuesday, June 22, 2021 10:38 AM

**To:** Contact Council <[Contact.Council@co.snohomish.wa.us](mailto:Contact.Council@co.snohomish.wa.us)>; Nehring, Nate <[nate.nehring@co.snohomish.wa.us](mailto:nate.nehring@co.snohomish.wa.us)>; Dunn, Megan <[Megan.Dunn@co.snohomish.wa.us](mailto:Megan.Dunn@co.snohomish.wa.us)>; Wright, Stephanie <[Stephanie.Wright@co.snohomish.wa.us](mailto:Stephanie.Wright@co.snohomish.wa.us)>; Mead, Jared <[Jared.Mead@co.snohomish.wa.us](mailto:Jared.Mead@co.snohomish.wa.us)>; Low, Sam <[Sam.Low@co.snohomish.wa.us](mailto:Sam.Low@co.snohomish.wa.us)>; Somers, Dave J <[Dave.Somers@co.snohomish.wa.us](mailto:Dave.Somers@co.snohomish.wa.us)>

**Subject:** Ordinance #21-034 / Hazard pay mandate for private employers

**CAUTION** : This email originated from outside of this organization. Please exercise caution with links and attachments.

Please note my vote against this mandate! Thank you!

This would surely destroy small businesses and hurt our local economy and beyond if we allowed it.

Have a wonderful day!

Kim Romero

**From:** anonymous <Anonymous>  
**Sent:** Tuesday, June 22, 2021 11:18 AM  
**To:** 425-388-3494 <[scogu1@co.snohomish.wa.us](mailto:scogu1@co.snohomish.wa.us)>  
**Subject:** Voice Mail (32 seconds)

**CAUTION** : This email originated from outside of this organization. Please exercise caution with links and attachments.

You received a voice mail from [anonymous](#).

[Set Up Voice Mail](#)

**\*\*CONTACT CLERK OF THE COUNCIL FOR RECORDING  
AT 425-388-3494 OR [contact.council@snoco.org](mailto:contact.council@snoco.org)**

**(G:\ECAF\Council\21-0386 Grocery Workers Hazard Pay)**

**From:** Leslie Gregg <[leslie.gregg@comcast.net](mailto:leslie.gregg@comcast.net)>  
**Sent:** Tuesday, June 22, 2021 11:23 AM  
**To:** Contact Council <[Contact.Council@co.snohomish.wa.us](mailto:Contact.Council@co.snohomish.wa.us)>  
**Subject:** 'No' on Ordinance #21-034, Mandating Hazard Pay

**CAUTION :** This email originated from outside of this organization. Please exercise caution with links and attachments.

Good Morning Snohomish County Council Members,

Snohomish County Ordinance #21-034, Mandating Hazard Pay, must be defeated:

(1) Labor wages should always be dictated by the market - government intervention will artificially inflate the cost of life's essential items, like food and hygiene products, adversely impacting the poorest in the community. Inflation is already rampant with overall prices in the nation up 9.7% (annualized rate) over the three months ended in May.

(2) Individuals who feel they are not properly compensated for risk can seek out employment elsewhere, with millions of unfilled jobs across the nation/state to choose from. And if stores cannot hire people at their current rate of pay, the market (without government intervention) will force them to increase wages to attract/retain workers.

(4) This Ordinance will force store closures due to excessive costs, just as a similar measure in Long Beach, California did (Kroger and Ralphs Stores closed). Store closures will lead to higher prices for the consumer due to less competition and availability in the grocery store market. It will also lead to fewer jobs and lost tax revenue as stores shutter.

(3) No scientific evidence is provided to demonstrate that grocery store workers are even getting COVID at work – so what is the risk? These workers also have an option to get vaccinated to dramatically reduce any perceived risk. Why is this even being proposed as the nation reopens and people return to work?

Government wage/price controls always have “unanticipated” adverse impacts that make matters worse. Can't we learn our lessons from history and stop repeating the same ridiculous errors? Set aside socialism and let the markets take care of this matter on its own. Government mandates have already done enough unnecessary damage to our businesses.

Respectfully,

Leslie A. Gregg  
Mukilteo, WA

From: Paul Behnke <[qzpbehnke1@icloud.com](mailto:qzpbehnke1@icloud.com)>

Sent: Tuesday, June 22, 2021 11:38 AM

To: Contact Council <[Contact.Council@co.snohomish.wa.us](mailto:Contact.Council@co.snohomish.wa.us)>; Nehring, Nate <[nate.nehring@co.snohomish.wa.us](mailto:nate.nehring@co.snohomish.wa.us)>; Dunn, Megan <[Megan.Dunn@co.snohomish.wa.us](mailto:Megan.Dunn@co.snohomish.wa.us)>; Wright, Stephanie <[Stephanie.Wright@co.snohomish.wa.us](mailto:Stephanie.Wright@co.snohomish.wa.us)>; Mead, Jared <[Jared.Mead@co.snohomish.wa.us](mailto:Jared.Mead@co.snohomish.wa.us)>; Low, Sam <[Sam.Low@co.snohomish.wa.us](mailto:Sam.Low@co.snohomish.wa.us)>; Somers, Dave J <[Dave.Somers@co.snohomish.wa.us](mailto:Dave.Somers@co.snohomish.wa.us)>  
Subject: Ordinance #21-034

CAUTION : This email originated from outside of this organization. Please exercise caution with links and attachments.

Dear County Council,

Please defeat Ordinance #21-034.

This ordinance is government over-reach into private business. You know it won't stop with the grocery business.

Also, what about this letter to Extend the Eviction Moratorium beyond June 30th? Why are private landlords required to take this burden? Many landlords are struggling too.

Respectively,

Paul and Sharon Behnke

Concerned citizens of Snohomish County

Sent from my iPhone

**From:** [Michelle Cuykendall](#)  
**To:** [Contact Council](#)  
**Subject:** No on Hazard pay!  
**Date:** Tuesday, June 22, 2021 2:43:43 PM

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**EXHIBIT #** 16  
**FILE** ORD. 21-034

CAUTION : This email originated from outside of this organization. Please exercise caution with links and attachments.

Please keep govt out of private business...vote NO on 21-034.

**SNOHOMISH COUNTY COUNCIL**

**From:** Christine Reid <christinereid@ibew77.com>  
**Sent:** Tuesday, June 22, 2021 3:36 PM  
**To:** Contact Council <Contact.Council@co.snohomish.wa.us>  
**Cc:** Meghan Wright <MeghanWright@ibew77.com>  
**Subject:** Hazard Pay Ordinance - YES

**EXHIBIT #** 17  
**FILE** ORD. 21-034

**CAUTION :** This email originated from outside of this organization. Please exercise caution with links and attachments.

Dear Councilmembers,

Tomorrow, Wednesday June 23<sup>rd</sup> the Snohomish County Council will vote on a long-awaited ***Hazard Pay Ordinance*** that will help 8 Union grocery stores in Snohomish County, and one non-Union grocery store, that represent approximately 800-1000 “Essential Workers. I am asking for your support in recognizing their efforts as they worked tirelessly and at great risk to themselves and their families on the front lines, during this world wide pandemic.

IBEW 77, representing over 8,300 members, from energy generation to delivery for our WA state utilities, stand with and in support of our essential grocery worker Brothers and Sisters . We respectfully ask that you join us in our support, by ***voting yes for the Hazard Pay Ordinance.***

Respectfully,

Christine Reid  
(Pronouns: she, her)

Political Director  
IBEW Local 77  
19415 International Blvd \* SeaTac, WA 98188 / PO Box 68728 \* Seattle WA 98168  
[www.ibew77.com](http://www.ibew77.com)

C: 206-718-0477  
E: [christinereid@ibew77.com](mailto:christinereid@ibew77.com)





**From:** DAN MURPHY <danielmurphy1@msn.com>  
**Sent:** Tuesday, June 22, 2021 3:38 PM  
**To:** Contact Council <Contact.Council@co.snohomish.wa.us>  
**Subject:** Hazard Pay Ordinance

**CAUTION :** This email originated from outside of this organization. Please exercise caution with links and attachments.

Dear Snohomish County Council Members:

I write in support of the Hazard Pay Ordinance under consideration, which would provide additional compensation for frontline grocery store workers.

My younger son works at a Safeway establishment in Everett in a job that requires continuous customer contact, a position that despite his erratic part-time schedule came with the expectation that he be available to work each and every shift throughout the COVID pandemic.

During these past many months, he has had to deal not only with the usual demands of customers but also the complaints, harassment and outright vitriol directed at him and his fellow employees due to the store's mask mandate.

As you know, once the COVID pandemic required public health measures to be imposed, many foodservice outlets were closed or forced to provide only no-contact pick-up and delivery services. As a result, a significant portion of ours and many other families' food dollars shifted to supermarket purchases, rather than restaurants, a shift underscored by the increased profitability enjoyed by nearly every major grocery chain, both locally and nationally.

That would not have been possible without the dedication of the employees who worked through the worst of the pandemic, who suffered from the same stress everyone endured as COVID disrupted our lifestyles, yet who were expected to show up each and every day, to work hard dealing with increased customer traffic, and to do without complaint.

Those folks deserve not only our gratitude — food is hardly a commodity one can do without — but also a monetary reward for what can only be described as an extraordinary effort providing an essential service to our entire community.

I urge you to pass unanimously the Hazard Pay Ordinance, as many municipalities have already done. It is the best possible way to say "Thank You" to the hundreds of our family, friends and neighbors who were there for the rest of us when we needed them the most.

Sincerely,



Dan Murphy

425.777.6438

[danielmurphy1@msn.com](mailto:danielmurphy1@msn.com)

EXHIBIT # 19

FILE ORD. 21-034

From: [Deborah McPherson](#)  
To: [Contact Council](#)  
Subject: Ordinance #21-034 and #21-035  
Date: Tuesday, June 22, 2021 3:58:39 PM

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**CAUTION** : This email originated from outside of this organization. Please exercise caution with links and attachments.

I do **not** support hazard pay for grocery store workers.