

SUBSTITUTE ORDINANCE APPROVED AT ADMINISTRATIVE SESSION 08/16/21

1 Adopted:
2 Effective:

3 SNOHOMISH COUNTY COUNCIL
4 SNOHOMISH COUNTY, WASHINGTON

5
6 ORDINANCE NO. 21-050
7

8 RELATING TO COUNTY EMPLOYMENT, PROVIDING TWO
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.

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;

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

36
37 **WHEREAS**, the County wishes to encourage and facilitate the ability of its employees to
38 receive a COVID-19 vaccination by providing appropriate leave time;

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40 **NOW, THEREFORE, BE IT ORDAINED:**

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42 Section 1: Additional Employee Leave

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44 Within two pay periods after the effective date of this ordinance, employees shall be
45 provided with a one-time addition of leave hours as follows:
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- 1 A. Employees entitled to receive sick leave under SCC 3A.06.010 and SCC 3A.06.040
2 or under the terms of a collective bargaining agreement shall have two (2) hours of
3 sick leave added to their accrual balance.
4 B. Employees entitled to receive leave under SCC 3.68.070 shall have two (2) hours
5 (one-quarter day) of such leave added to their accrual balance.
6

7 Section 2: **Executive Authority**

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9 The Executive is authorized to enter into agreements with bargaining unit representatives
10 regarding application of this ordinance to represented employees that solely mirror its provisions.
11

12 Section 3: **Savings**

13
14 With respect to the subject matter of this ordinance, the County will retain the status quo
15 working conditions of employees covered by existing collective bargaining agreements or a
16 dynamic status quo until such time as the working conditions of such employees are changed in
17 accordance with law.
18

19 PASSED this ___ day of _____, 2021.

20
21 SNOHOMISH COUNTY COUNCIL
22 Snohomish County, Washington

23
24 Chairperson
25

26 ATTEST:

27
28 _____
29 Clerk of the Council

- 30
31 () APPROVED
32 () EMERGENCY
33 () VETOED

34 DATE:

35
36 _____
37 County Executive

38 ATTEST:

39
40 _____
41
42 Approved as to form only:

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44 

45 Deputy Prosecuting Attorney

46 ORDINANCE NO. 21-050

RELATING TO COUNTY EMPLOYMENT, PROVIDING TWO ADDITIONAL HOURS OF EMPLOYEE
LEAVE TO ENCOURAGE AND FACILITATE COVID-19 VACCINATIONS FOR EMPLOYEES - 2