

Ord 21-034

# Everett Daily Herald

## Affidavit of Publication

State of Washington }  
County of Snohomish } ss

SNOHOMISH COUNTY COUNCIL  
RECEIVED                      TIME                     

JUN 21 2021

CCD TO	CF	
JLM	DIST 1	GOT
JDG	DIST 2	DLE
YSW	DIST 3	ALC
HCB	DIST 4	ELL
NAG	DIST 5	CMF

Dicy Sheppard being first duly sworn, upon oath deposes and says: that he/she is the legal representative of the Everett Daily Herald a daily newspaper. The said newspaper is a legal newspaper by order of the superior court in the county in which it is published and is now and has been for more than six months prior to the date of the first publication of the Notice hereinafter referred to, published in the English language continually as a daily newspaper in Snohomish County, Washington and is and always has been printed in whole or part in the Everett Daily Herald and is of general circulation in said County, and is a legal newspaper, in accordance with the Chapter 99 of the Laws of 1921, as amended by Chapter 213, Laws of 1941, and approved as a legal newspaper by order of the Superior Court of Snohomish County, State of Washington, by order dated June 16, 1941, and that the annexed is a true copy of EDH930013 ORDINANCE 21-034 as it was published in the regular and entire issue of said paper and not as a supplement form thereof for a period of 1 issue(s), such publication commencing on 06/14/2021 and ending on 06/14/2021 and that said newspaper was regularly distributed to its subscribers during all of said period.

The amount of the fee for such publication is \$122.76.

Dicy Sheppard

Subscribed and sworn before me on this 14<sup>th</sup> day of June, 2021.



Linda Phillips

Notary Public in and for the State of Washington.

SNOHOMISH COUNTY COUNCIL  
Snohomish County, Washington  
NOTICE OF INTRODUCTION OF ORDINANCE  
AND  
NOTICE OF PUBLIC HEARING

NOTICE IS HEREBY GIVEN, that the Snohomish County Council will hold a public hearing on June 23, 2021, at the hour of 10:30 a.m., via Zoom to consider proposed Ordinance No. 21-034.

Note: Due to the COVID-19 state of emergency and Governor Inslee's Proclamations 20-05, 20-25, 12, and 20-28, 15, or any extensions thereof, Snohomish County Council public hearings are being held remotely. Up-to-date hearing information is available on the Council's new Meetings Calendar webpage (<https://snohomish.legistar.com/Calendar.aspx>), or contact the Council Clerk at 425-388-3494, or email at [contact.council@snoco.org](mailto:contact.council@snoco.org).  
Zoom Webinar Information: Join online at <https://zoom.us/j/94846850772> or by telephone call 1-253-215-8782 or 1-301-715-8592 - Meeting ID: 948 4685 0772

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. A summary is as follows:

PROPOSED 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. At the hearing, the Council may also consider alternatives/ amendments to the proposed ordinance.

Where to Get Copies of Proposed Ordinance: Copies of the proposed ordinance and related documentation may be requested by calling the Snohomish County Council Office at (425) 388-3494, 1-800-562-4367 x3494, TDD 1-800-877- 8339, or e-mail [ContactCouncil@snoco.org](mailto:ContactCouncil@snoco.org). While the Council office is closed due to the emergency response to COVID-19, copies will not be available for pickup until the office reopens.

Website Access: The ordinance can also be accessed through the County Council's internet website at:  
<https://www.snohomishcountywa.gov/2134/Council-Hearings-Calendar>.

Public Testimony: All interested persons may provide public testimony by remote participation. Written testimony is encouraged and may be sent to Snohomish County Council, 3000 Rockefeller Avenue, M/S 609, Everett, WA 98201; fax to 425 388-3496 or e-mail to [contact.council@snoco.org](mailto:contact.council@snoco.org). Submitting testimony 24 hours

prior to the hearing will ensure that testimony is provided to the Council and appropriate staff in advance of the hearing. (Note: All public testimony are public records and may be subject to disclosure pursuant to RCW Chapter 42.56. Any contact information you provide, including address, e-mail address, and phone number, will be available to the public on the Council's website.)

American Disabilities Act Notice: For hearings held in the Council Board Room, accommodations for persons with disabilities are available upon request. Please make arrangements one week prior to the hearing by calling Elena Lao at 425-388-3494, 1-800-562-4367 x3494, TDD 1-800-877-8339, or e-mail [elena.lao@snoco.org](mailto:elena.lao@snoco.org). Dated this 11th day of June, 2021.

SNOHOMISH COUNTY COUNCIL  
Snohomish County, Washington  
/s/ Stephanie Wright  
Council Chair

ATTEST:  
/s/ Elena Lao  
Asst. Clerk of the Council  
106441  
Published: June 14, 2021.

EDH930013

# Everett Daily Herald

## Affidavit of Publication

State of Washington }  
County of Snohomish } ss

SNOHOMISH COUNTY COUNCIL  
RECEIVED \_\_\_\_\_ TIME \_\_\_\_\_

JUL 12 2021

CC'D TO	CF _____	GOT _____
JLM _____	DIST 1 _____	DLE _____
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Dicy Sheppard being first duly sworn, upon oath deposes and says: that he/she is the legal representative of the Everett Daily Herald a daily newspaper. The said newspaper is a legal newspaper by order of the superior court in the county in which it is published and is now and has been for more than six months prior to the date of the first publication of the Notice hereinafter referred to, published in the English language continually as a daily newspaper in Snohomish County, Washington and is and always has been printed in whole or part in the Everett Daily Herald and is of general circulation in said County, and is a legal newspaper, in accordance with the Chapter 99 of the Laws of 1921, as amended by Chapter 213, Laws of 1941, and approved as a legal newspaper by order of the Superior Court of Snohomish County, State of Washington, by order dated June 16, 1941, and that the annexed is a true copy of EDH931414 ORDINANCE 21-034 as it was published in the regular and entire issue of said paper and not as a supplement form thereof for a period of 1 issue(s), such publication commencing on 06/30/2021 and ending on 06/30/2021 and that said newspaper was regularly distributed to its subscribers during all of said period.

The amount of the fee for such publication is \$69.96.

Dicy Sheppard

Subscribed and sworn before me on this

2nd day of July,  
2021.



Linda Phillips

Notary Public in and for the State of Washington.

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 1-800-677-8339, or e-mail [Contact Council@snoco.org](mailto:Council@snoco.org). The ordinance is also available on the County webpage at <https://snohomishcountywa.gov/2134/Council-Hearings-Calendar> or <https://snohomish.registar.com>.  
Dated this 24th day of June, 2021.

/s/ Eiena Lao  
Asst. Clerk of the Council  
Published: June 30, 2021

EDH931414