1	Adopted: 08/16/21
2	Effective: 08/16/21
3	SNOHOMISH COUNTY COUNCIL
4	SNOHOMISH COUNTY, WASHINGTON
5 6	AMENDED EMERGENCY ORDINANCE NO. 21-050
7	DELATING TO COLINTY EMPLOYMENT IDOUIDING FOLD
8	RELATING TO COUNTY EMPLOYMENT, PROVIDING FOUR
9	ADDITIONAL HOURS OF EMPLOYEE LEAVE TO ENCOURAGE AND FACILITATE COVID-19 VACCINATIONS FOR EMPLOYEES
10 11	COVID-19 VACCINATIONS FOR EMPLOYEES
	WHEREAS SARS COVID 10) discose is covered by a views that armed a covid
12 13	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 Health Organization as a worldwide pandemic; and
15	Hearth Organization as a worldwide pandennic, and
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	and
20	WHEREAS, as of February 27, 2021, three vaccines are authorized for emergency use by
21	the United States Food & Drug Administration; and
22	the Office States 1 ood & Drug Administration, and
23	WHEREAS, as of April 15, 2021, all County employees are eligible to receive a
24	vaccination against COVID-19; and
25	- woomwien agames e e + 12 - 15, and
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 10 <sup>th</sup> , 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
40	
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
43	
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
	AMENDED EMERGENCY ORDINANCE NO. 21-050 RELATING TO COUNTY EMPLOYMENT, PROVIDING FOUR ADDITIONAL HOURS OF EMPLOYEE
	RELATION TO COOK IT ENTROTHERY, THOUSENESS TOOK REDITIONAL HOURS OF LIMITED TEL

LEAVE TO ENCOURAGE AND FACILITATE COVID-19 VACCINATIONS FOR EMPLOYEES - 1

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

## NOW, THEREFORE, BE IT ORDAINED:

## Section 1: Additional Employee Leave

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

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

# **Section 2: Executive Authority**

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

## Section 3: Savings

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

#### Section 4: Findings and Effective Date

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

PASSED this 16th day of August, 2021.

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington
Chairperson

1	ATTEST:
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4	Clerk of the Council
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20	Rebecca J. Guadamud 08-12-2021
21	Deputy Prosecuting Attorney