



# Snohomish County Council

## Legislation Details (With Text)

**File #:** 2021-0386      **Version:** 1  
**Type:** Ordinance      **Status:** Approved  
**File created:** 6/4/2021      **In control:** Public Hearings  
**On agenda:** 6/23/2021      **Final action:** 6/23/2021  
**Title:** Ordinance 21-034, 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

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Amended Ordinance 21-034, 2. Hearing Packet, 3. Amendment 1, 4. Proposed Amendment 2 (failed), 5. Proposed Amendment 3 (failed), 6. Proposed Amendment 4 (failed), 7. Additional Public Testimony (added 6/22/21), 8. Additional Public Testimony (added 7/1/21), 9. Proposed Substitute Ordinance 21-034 (Note: Consideration of the substitute ordinance requires a continued public hearing with proper noticing), 10. Proposed Ordinance (REDLINED), 11. Ordinance Introduction Sheet, 12. Notice of Introduction, 13. Notice of Enactment, 14. Affidavits of Publication, 15. Distribution Sheet

| Date      | Ver. | Action By                   | Action              | Result |
|-----------|------|-----------------------------|---------------------|--------|
| 6/23/2021 | 1    | Public Hearings             | Approved as amended | Pass   |
| 6/9/2021  | 1    | General Legislative Session | Assigned            |        |

### Executive/Council Action Form (ECAF)

**ITEM TITLE:**

Ordinance 21-034, 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

**DEPARTMENT:** Executive Office

**ORIGINATOR:** Karen Anderson

**EXECUTIVE RECOMMENDATION:** Approve

**PURPOSE:** 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.

**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.

**FISCAL IMPLICATIONS:**

| EXPEND: FUND, AGY, ORG, ACTY, OBJ, AU | CURRENT YR | 2ND YR | 1ST 6 YRS |
|---------------------------------------|------------|--------|-----------|
|                                       |            |        |           |
|                                       |            |        |           |
|                                       |            |        |           |
|                                       |            |        |           |
| <b>TOTAL</b>                          |            |        |           |

| REVENUE: FUND, AGY, ORG, REV, SOURCE | CURRENT YR | 2ND YR | 1ST 6 YRS |
|--------------------------------------|------------|--------|-----------|
|                                      |            |        |           |
|                                      |            |        |           |
|                                      |            |        |           |
|                                      |            |        |           |
| <b>TOTAL</b>                         |            |        |           |

**DEPARTMENT FISCAL IMPACT NOTES:** no fiscal impacts

**CONTRACT INFORMATION:**

ORIGINAL \_\_\_\_\_ CONTRACT# \_\_\_\_\_ AMOUNT \_\_\_\_\_  
AMENDMENT \_\_\_\_\_ CONTRACT# \_\_\_\_\_ AMOUNT \_\_\_\_\_

**Contract Period**

ORIGINAL START \_\_\_\_\_ END \_\_\_\_\_  
AMENDMENT START \_\_\_\_\_ END \_\_\_\_\_

**OTHER DEPARTMENTAL REVIEW/COMMENTS:** Approved as to form by PA (Rebecca Guadamud)  
Approved/Reviewed by Finance & Risk