

**SUMMARY and FISCAL NOTE\***

<b>Department:</b>	<b>Dept. Contact/Phone:</b>	<b>CBO Contact/Phone:</b>
Mayor's Office	Dan Eder	N/A

*\* Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.*

**1. BILL SUMMARY**

**Legislation Title:** AN ORDINANCE relating to employment in Seattle; amending Sections 100.025, 100.030, and 5 of Ordinance 126274 to establish a new date for ending hazard pay requirements and automatically repealing the ordinance.

**Summary and background of the Legislation:** On February 3, 2021, the City of Seattle enacted Ordinance 126274 (Hazard Pay for Grocery Employees Ordinance) requiring grocery businesses to provide employees with hazard pay for work performed in Seattle during the COVID-19 emergency. The hazard pay was intended to compensate grocery employees for the risks of working on the frontlines of a global pandemic, improve their financial ability to access resources to stay safe and healthy, encourage them to continue their vital work, and support the welfare of the greater community that depends on grocery employees for safe and reliable access to food.

This legislation would end hazard pay requirements in recognition of the considerable progress made toward supporting the health and safety of frontline workers and the community through high rates of vaccinations and reduced numbers of COVID-19 cases and hospitalizations.

After hazard pay requirements are no longer in effect, notice and posting requirements would remain in effect for one year. The rest of the Hazard Pay for Grocery Employees Ordinance (e.g., recordkeeping, prohibition against retaliation, enforcement) would continue for three years after the effective date of this legislation and then would be automatically repealed without subsequent action by the Council.

**2. CAPITAL IMPROVEMENT PROGRAM**

**Does this legislation create, fund, or amend a CIP Project?**      \_\_\_ Yes X No

**3. SUMMARY OF FINANCIAL IMPLICATIONS**

**Does this legislation amend the Adopted Budget?**      \_\_\_ Yes X No

**Does the legislation have other financial impacts to The City of Seattle that are not reflected in the above, including direct or indirect, short-term or long-term costs?**  
Yes. If this legislation is implemented, OLS would likely expend fewer resources (e.g., staff time) on outreach of hazard pay requirements. OLS would continue to have authority to investigate non-compliance (e.g., failure to provide hazard pay during the relevant time period) for three years after the effective date of this legislation.

**Are there financial costs or other impacts of *not* implementing the legislation?**

If this legislation is not implemented, OLS would likely continue their current level of spending and staff time on implementing hazard pay requirements. Currently, OLS maintains a web page with hazard pay information and outreach materials in multiple languages and, according to the office's [on-line, interactive dashboard](#), has responded to 30 questions about hazard pay requirements and initiated two investigations.

**4. OTHER IMPLICATIONS**

**a. Does this legislation affect any departments besides the originating department?**

If this legislation is implemented, the Office of Labor Standards (OLS) would likely expend fewer resources (e.g., staff time) on outreach of hazard pay requirements. OLS would continue to have authority to investigate non-compliance (e.g., failure to provide hazard pay during the relevant time period) for three years after the effective date of this legislation.

**b. Is a public hearing required for this legislation?**

No.

**c. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**

No.

**d. Does this legislation affect a piece of property?**

No.

**e. Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities? What is the Language Access plan for any communications to the public?**

Ending hazard pay requirements for grocery store employees could have an impact on Black, Indigenous, and People of Color (BIPOC) workers. The risks of working during the pandemic are especially significant for BIPOC workers because they are overrepresented among the retail frontline workforce, more likely to earn lower incomes, and disproportionately impacted by COVID-19. Despite positive trends in vaccinations and key indicators of COVID-19 activity in King County, there are disproportionately lower rates of vaccinations among Black and Latinx residents and higher rates of COVID cases among Black and Native Hawaiian/Pacific Islander residents. However, workers covered by a recently negotiated collective bargaining agreement will be eligible for additional hourly wages beginning on August 28, 2022, partially offsetting the end of hazard pay; and additional hourly pay increases to \$4.00 (the same amount as the hazard pay) within three years.

**f. Climate Change Implications**

**1. Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?**

No.

- 2. Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle’s resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.**

No.

- g. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program’s desired goal(s)?**

N/A

**Summary Attachments:**