



Legislation Text

File #: CB 120119, **Version:** 1

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

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

WHEREAS, on February 29, 2020, the Washington Governor issued Proclamation 20-05, proclaiming a state of emergency for all counties throughout the state of Washington in response to new cases of the new coronavirus 19 (COVID-19); and

WHEREAS, on March 3, 2020, the Mayor proclaimed a civil emergency in response to new cases of COVID-19; and

WHEREAS, 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; and

WHEREAS, Ordinance 126274 states the intention of the City Council (Council) to consider modifying or eliminating hazard pay requirements after four months of implementation and review of the current health, safety, and economic risks of frontline work during the COVID-19 emergency; and

WHEREAS, on March 17, 2021, grocery employees working in Washington state became eligible for COVID-19 vaccinations; and

WHEREAS, on April 15, 2021, all Washington residents 16 years and older became eligible for COVID-19 vaccinations; and

WHEREAS, on May 12, 2021, all Washington residents 12 to 15 years became eligible for COVID-19

vaccinations; and

WHEREAS, on May 13, 2021, the Centers for Disease Control and Prevention (CDC) announced that fully vaccinated people no longer needed to wear a mask inside or outside, except in certain settings such as health care and correctional facilities and except where required by federal, state, local, tribal, or territorial laws, rules, and regulations, including local business and workplace guidance; and

WHEREAS, on May 13, 2021, the Washington Governor announced full adoption of the masking guidance issued by the CDC; and

WHEREAS, on June 29, 2021, Public Health - Seattle & King County announced the end of the Local Health Officer's indoor mask directive for fully vaccinated people; and

WHEREAS, Public Health - Seattle & King County reported that as of June 29, 2021, 72 percent of King County residents 12 years and older, had been fully vaccinated against COVID-19; and

WHEREAS, Public Health - Seattle & King County reported that as of June 29, 2021, there had been more than 60 days of declining COVID-19 cases and hospitalizations per 100,000 residents; and

WHEREAS, despite positive trends in vaccinations and key indicators of COVID-19 activity, Public Health - Seattle & King County has reported disproportionately lower rates of vaccinations among Black and Latinx residents and higher rates of COVID cases among Black and Native Hawaiian/Pacific Islander (NHPI) residents; and

WHEREAS, Public Health - Seattle & King County reported that as of June 29, 2021, 53 percent of Black eligible residents and 55 percent of Latinx eligible residents had been fully vaccinated against COVID-19; and

WHEREAS, Public Health - Seattle & King County reported that as of June 29, 2021, 27 percent of new COVID cases were among Black residents and seven percent of new COVID cases were among NHPI residents although Black and NHPI residents respectively comprise seven percent and one percent of King County's population; and

WHEREAS, Public Health - Seattle & King County has stated that continued precautions and efforts to increase vaccinations are critical to closing vaccination disparities and has expressed commitment to ongoing work with community partners to close the gap in vaccine rates; and

WHEREAS, Public Health - Seattle & King County has partnered with the United Food and Commercial Workers International Union Local 21 and Washington Food Industry Association to ensure access to vaccinations across modalities; and

WHEREAS, the Council is committed to developing and collaborating on policies to eliminate racial disparities in public health and to work toward a stronger Seattle; and

WHEREAS, on June 30, 2021, the Washington Governor announced a statewide reopening with a return to full capacity for the vast majority of public spaces, including grocery and retail stores; and

WHEREAS, the Council recognizes that continuing vaccination efforts and reduced numbers of COVID-19 cases and hospitalizations demonstrates considerable progress toward supporting the health and safety of our frontline workers and the community; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. Section 100.025 of Ordinance 126274 is amended as follows:

100.025 Hazard pay requirements

* * *

C. Employers shall comply with the hazard pay requirements in this Section 100.025 ~~((for the duration of the civil emergency proclaimed by the Mayor on March 3, 2020.))~~ until the effective date of the ordinance introduced as Council Bill 120119.

Section 2. Section 5 of Ordinance 126274 is amended as follows:

This ordinance shall be automatically repealed without subsequent Council action three years after ~~((the termination of the civil emergency proclaimed by the Mayor on March 3, 2020.))~~ the effective date of the ordinance introduced as Council Bill 120119.

Section 3. This ordinance shall take effect and be in force 30 days after its approval by the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.

Passed by the City Council the _____ day of _____, 2021, and signed by me in open session in authentication of its passage this _____ day of _____, 2021.

President _____ of the City Council

Approved / returned unsigned / vetoed this _____ day of _____, 2021.

Jenny A. Durkan, Mayor

Filed by me this _____ day of _____, 2021.

Monica Martinez Simmons, City Clerk

(Seal)