



Legislation Text

---

File #: CB 120119, Version: 2

---

**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 June 30, 2021, the Washington Governor announced a statewide reopening with a return to full capacity for most public spaces, including grocery and retail stores; and

WHEREAS, on September 13, 2021, the Washington Governor announced that everyone five years of age and older, regardless of vaccination status, must wear masks in indoor public spaces, including grocery stores, and at outdoor events with 500 or more people; and

WHEREAS, on November 2, 2021, all Washington residents five to 11 became eligible for the Pfizer COVID-19 vaccine for children; and

WHEREAS, Public Health - Seattle & King County reported that as of December 7, 2021, 85.1 percent of King County residents 12 years and older, and 79.4 percent of residents five years and older, had been fully vaccinated against COVID-19; and

WHEREAS, COVID-19 vaccines are highly effective at preventing serious illness, hospitalization, and death from COVID-19; and

WHEREAS, Public Health - Seattle & King County has reported that those who are not fully vaccinated are 7 times more likely to test positive for COVID-19, 36 times more likely to be hospitalized for COVID-19, and 28 times more likely to die of COVID-19 related illnesses; and

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

WHEREAS, Public Health - Seattle & King County reported that as of December 7, 2021, 11 percent of new COVID cases were among Black residents, 20 percent of new COVID cases were among Latinx residents, and three percent of new COVID cases were among NHPI residents although Black, Latinx, and NHPI residents respectively comprise seven percent, 10 percent, and one percent of King County's

population; 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, the Council recognizes that the significant protections of COVID-19 vaccines, high vaccination rates, and continued masking in public spaces demonstrate 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)