



City Council

Approval of an Ordinance Relating to Employment in Olympia; Establishing Labor Standards Requirements for Additional Compensation for Grocery Employees Working in Olympia; and Declaring an Emergency and Establishing an Immediate Effective Date

Agenda Date: 4/13/2021
Agenda Item Number:
File Number:21-0362

Type: ordinance **Version:** 1 **Status:** 2d Reading-Consent

Title

Approval of an Ordinance Relating to Employment in Olympia; Establishing Labor Standards Requirements for Additional Compensation for Grocery Employees Working in Olympia; and Declaring an Emergency and Establishing an Immediate Effective Date

Recommended Action

Committee Recommendation:

Not referred to a committee.

City Manager Recommendation:

Move to approve the Ordinance relating to employment in Olympia; establishing Labor standards requirements for additional compensation for Grocery Employees working in Olympia; and declaring an emergency and establishing an immediate effective date.

Report

Issue:

Whether to establish labor standards requirements for additional hazard pay compensation for grocery employees working in Olympia.

Staff Contact:

Mark Barber, City Attorney, 360.753.8338

Presenter(s):

Mark Barber, City Attorney

Background and Analysis:

In response to the COVID-19 pandemic, the federal and state governments have imposed eviction moratoria, provided financial support for persons and businesses, and imposed public health orders to protect people and businesses. During the pandemic, certain workers such as healthcare and first

responders, including grocery workers, have provided essential services although they are in harm's way due to the virus. Grocery store workers cannot perform their essential services remotely.

A study has shown that the positive rate of infection among grocery workers was five times as likely for those who interacted with customers as those who did not. This risk to grocery workers is occurring during a time when leading grocery businesses have generated record-breaking profits during the pandemic.

A grocery worker hazard pay ordinance for grocery workers employed at grocery businesses employing more than 250 employees worldwide, and which excludes convenience stores or food marts that are primarily engaged in retailing a limited line of goods that generally includes milk, bread, soda, and snacks, and also excluding farmers' markets, will provide qualifying grocery workers with an additional \$4.00 per hour worked as hazard pay.

Neighborhood/Community Interests (if known):

Hazard pay is one step to recognize the dangers facing grocery workers as they support the Olympia community and to encourage grocery workers to continue their vital work in the City of Olympia.

Options:

1. Approve the Ordinance Relating to Employment in Olympia; Establishing Labor Standards Requirements for Additional Compensation for Grocery Employees Working in Olympia; and Declaring an Emergency and an Immediate Effective Date.
2. Direct staff to make changes to the Ordinance based on Council feedback.
3. Do not approve the Ordinance.

Financial Impact:

None.

Attachments:

Ordinance