



Grocery Employee Hazard Pay Ordinance Fact Sheet

The Grocery Employee Hazard Pay Ordinance requires certain grocery businesses in Seattle to pay hazard pay of \$4 per hour to employees who work at a retail store during the COVID-19 emergency. This hazard pay requirement will be in effect from 12:01 AM on **February 3, 2021** until the end of the COVID-19 civil emergency.

Which companies must comply with this law?

This law applies to Grocery Businesses, which are retail stores that are either:

1. Over 10,000 square feet in size and primarily engaged in retailing groceries; or
2. Over 85,000 square feet, with 30 percent or more of its sales floor area dedicated to sale of groceries.

“Groceries” include, but are not limited to: fresh produce, meats, poultry, fish, deli products, dairy products, canned and frozen foods, dry foods, beverages, baked foods, and/or prepared foods.

To be covered by this law, the business must employ more than 500 employees worldwide. The law does **not** impact convenience stores or food marts primarily selling a limited line of goods.

Which grocery employees are owed hazard pay?

This law applies to employees who work for a covered Grocery Business at a retail location in Seattle.

How much hazard pay is owed?

Employees must receive at least **\$4 per hour** in hazard pay. Hazard pay is in addition to compensation, bonuses, commissions, and tips owed to a grocery employee for services provided.

Grocery Businesses are prohibited from taking steps to reduce other employee compensation because of this ordinance.

Grocery Businesses must:

- Pay hazard pay at the same time compensation is normally provided for their hours worked;
- Separately identify hazard pay from other compensation on paychecks;
- Issue their employees an updated Notice of Employment Information, as required by the Wage Theft Ordinance; and
- Provide workers with written notice of the rights granted by this law by March 5, 2021, including the right to be free from retaliation. This notice must be in English and the primary languages of the workers at the store.

SEATTLE OFFICE OF LABOR STANDARDS

Our mission is to advance labor standards through thoughtful community and business engagement, strategic enforcement, and innovative policy development, with a commitment to race and social justice.

Our Services

Investigation of complaints
Outreach to workers
Technical assistance for business
Resources and referrals

Language interpretation and translation available.

Accommodations for persons with disabilities are provided. Services are free.

More Information

Call: (206) 256-5297

Email: laborstandards@seattle.gov

Visit: seattle.gov/laborstandards