The Hazard Pay Ordinance, *Burbank Uncodified Ordinance No. 21-3, 956*, is an ordinance that temporarily requires retail grocery and drug store employers to provide an additional $5.00 per hour hazard pay to retail grocery and drug store employees as compensation for the hazards these employees face during the COVID-19 pandemic.

*See* *Burbank Uncodified Ordinance No. 21-3, 956* for specifics about covered employees and employers, credit for existing hazard pay, prohibitions and enforcement.

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**EMPLOYEES ENTITLED TO $5.00 "HAZARD PAY"**

As an employee, you may be entitled to Hazard Pay if your employer meets all of the following criteria:

- Your employer is a Grocery Store, Drug Store, or large retailer that sells groceries and/or drug products
- Your employer is a publicly traded company or employs 300 or more people nationwide
- Your employer employs more than 10 employees at the store where you work
- The store where you work is located in the City of Burbank
- You are physically present at the store when you are performing work for you employer

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**CREDIT FOR EXISTING HAZARD PAY**

If your employer already provides hazard pay for COVID-19 related reasons to employees, but the amount is less than $5 per hour, your employer must pay the difference to ensure employees receive a total of $5 per hour in order to comply with this Ordinance.

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**RETRAITION PROHIBITED**

No Employer may discharge, reduce in compensation, or otherwise discriminate against any Employee for exercising their rights to Hazard Pay. Employees have the protected rights to file a complaint or inform any person about any party's alleged noncompliance; and the right to inform any person of potential rights under this Chapter and to assist in asserting such rights.

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**ENFORCEMENT**

Employees have a private right of action. Refer to the Ordinance for specific information.

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*Every Employer shall post this written notice in a conspicuous place at every affected store located in the City where any Employee works to inform Employees of the Hazard Pay Ordinance and of their rights under this Chapter.*