



## CITY OF BURBANK HAZARD PAY ORDINANCE

# \$5.00 PER HOUR HAZARD PAY

This ordinance takes effect June 18, 2021 and remains in effect for 60 Days.

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.

### 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

#### 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.

#### RETALIATION 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.

#### ENFORCEMENT

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

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.