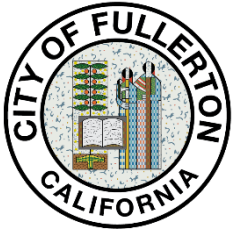


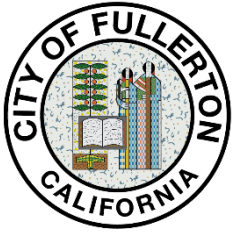


Hero Pay



What is a Hero Pay Ordinance?

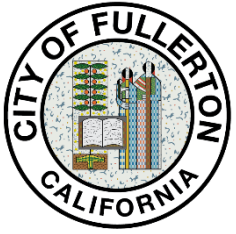
- Hazard pay ordinances typically require covered employers to pay \$4 - \$5 extra an hour to their frontline grocery and drug retail employees for an average 120 days. These ordinances define and contain the following:
 - Premium Hazard Pay
 - Coverage for hourly employees
 - In addition...
 - Anti-retaliation language
 - Give workers the right to sue non-compliant employers
 - Require employers to notify their employees of the ordinance.



Who is impacted by Hero Pay?

Examples

- Grocery retail and drug retail stores with 300-500 employees or more nationwide and more than 10-15 employees at a store that primarily sells grocery items.
- Retail stores over a certain amount of square feet (50,000 – 85,000) square feet, 10% of which is dedicated to either groceries or drug retail.
- Retail stores that are more than 15,000 square feet and sell 70% grocery and generate 70% of revenues from grocery.
 - Example: Ralphs, Amazon Fresh, Sprouts



Who is impacted by Hero Pay?

Examples continued...

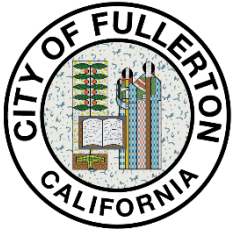
- Drug retail stores that sell a variety of prescription and nonprescription medicine.
 - Examples: CVS, Rite Aid, Walgreens
- Superstores that sell grocery as well as non-grocery items.
 - Examples: Target



Who would not be covered?

- Grocery and drug retail stores that have below 300-500 national employees.
- Grocery and drug retail stores that have below 10-15 employees in a single location.
- Any grocery or drug retail that has less than 15,000 sq feet
 - Examples: 7-11, ampm, gas stations.

City/County	Increase	Approved	Term
Santa Ana	\$4/hr	Yes	120 Days
Costa Mesa	\$4/hr	Yes	120 Days
Irvine	\$4/hr	Yes	120 Days
Tustin	\$4/hr	No	N/A
Buena Park	\$4/hr	Yes	90 Days
Anaheim	\$3/hr	Pending	Pending



Recommendation

- That the City Council provide direction to staff on the development of a Hero Pay ordinance.