

CHART OF HERO PAY ORDINANCE ACTION IN OTHER JURISDICTIONS

City	Adopted	Key Language	Status
Long Beach	Urgency Ordinance adopted on January 22, 2021	<ul style="list-style-type: none"> • + \$4/hr • Applies to grocery stores with more than 300 employees nationally/more than 15 per grocery store within City • In effect for 120 days 	Litigation pending; California Grocers Association v. Long Beach (2:21-cv-00524-DMG-AS)
Los Angeles County	Adopted Resolution directing County Counsel to draft urgency ordinance and deliver written report to the Board prior to January 26, 2021	<ul style="list-style-type: none"> • +\$5/hr • Applies to grocery stores with more than 300 employees nationally/more than 10 employees per store • In effect for 120 days 	No update provided on January 26, 2021 agenda.
Los Angeles City	Economic Development and Jobs Committee directed City Attorney to draft an emergency ordinance requiring “HERO“ Pay (January 26, 2021)	<ul style="list-style-type: none"> • +\$5/hr • Applies to grocery stores with more than 300 employees nationally • In effect for 120 days 	
Palm Springs	Introducing Urgency Ordinance establishing “HERO” Pay for grocery and retail pharmacy employees (February 11, 2021)	<ul style="list-style-type: none"> • +\$4/hr • Applies to both grocery and retail pharmacy stores 	

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		<ul style="list-style-type: none"> • 120 day term 	
City and County of San Francisco	Adopted Resolution urging Grocery Stores in SF to provide Hazard Pay (January 5, 2021)	<ul style="list-style-type: none"> • +\$5/hr • Duration that City/County is in Purple, Red or Orange level of Community Disease Transmission 	
Pomona	Resolution directing CM and CA to bring to Council an urgency ordinance requiring “HERO“ pay to grocery store employees	<ul style="list-style-type: none"> • +\$4/hr • Would apply to all retail stores that are publicly traded with at least 300 employees nationwide and more than 10 employees per store • Would apply to ALL RETAIL WORKERS • Duration of 120 days 	Considering at Special Meeting on January 28, 2021
Santa Ana	Resolution directing CM and CA to bring to Council an urgency ordinance requiring “HERO“ pay to grocery store employees (January 12, 2021)	<ul style="list-style-type: none"> • +\$4/hr • Applies to grocery stores with more than 300 employees nationally • In effect for 120 or 180 days 	

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Santa Monica	Directed CM to bring forth an emergency ordinance providing for premium pay for grocery store employees (January 12, 2021)		
Coachella	Moving forward with ordinance and plan on introducing at February 10, 2021 meeting.		
Berkeley	Resolution referring CM and CA to draft an emergency ordinance providing grocery employees premium pay until City returns to Yellow-Tier 4 designation	<ul style="list-style-type: none"> • +\$5/hr • Would last until City returns to Yellow Tier 4 designation 	
West Hollywood	Directed City Attorney to draft an urgency ordinance requiring hazard pay to frontline grocery workers (January 19, 2021)	<ul style="list-style-type: none"> • +\$5/hr • In effect for 120 days 	Return to City Council within 30 days with an urgency ordinance
Montebello	Adopted HERO Pay Ordinance at January 27, 2021 meeting	<ul style="list-style-type: none"> • +\$4/hr • In effect for 180 days • Applies to Grocery and large drug store employees 	California Grocers Association filed a lawsuit
Oakland	Adopted HERO Pay Ordinance on February 2, 2021	<ul style="list-style-type: none"> • +5/hr • Applies to grocery chains with more than 500 employees • Duration while threat of COVID-19 stays above the 	California Grocers Association filed a lawsuit

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City	Adopted	Key Language	Status
		minimum level in the City	
San Jose	Passed resolution directing City Attorney to draft an ordinance for Hazard Pay for grocery workers (February 2, 2021)	<ul style="list-style-type: none"> • +\$3/hr 	