

October 12, 2015

Equal Benefits Instructions to Suppliers

Equal Benefits Compliance

King County Equal Benefits Ordinance 14823 and Rules Implementing the Ordinance requires certain county contractors to provide benefits to domestic partners of their employees, equivalent with the benefits provided to spouses of their employees.

<http://www.kingcounty.gov/operations/policies/rules/contracting/con7151pr.aspx>

There have been some changes in King County's Equal Benefits compliance process. King County contractors no longer need to submit the Equal Benefits worksheet. The worksheet is still available, to help contractors work through the compliance rules, on the King County Procurement website

http://www.kingcounty.gov/operations/procurement/Forms/Equal_Benefits.aspx

Bid documents still contain language that requires Equal Benefits compliance. The declaration, however, is now included in the contract. Signing the contract commits the supplier to all terms and conditions, including Equal Benefits.

Substantial Compliance

The process for Substantial compliance remains the same. Contractors need to submit the Substantial Compliance form found on the King County Procurement website.

http://www.kingcounty.gov/operations/procurement/Forms/Equal_Benefits.aspx

The Substantial Compliance Authorization form must be submitted along with supporting documents by those entities seeking to enter into a contract with King County and need additional time for implementation of equal benefits. A contractor must have this form approved by King County's Procurement and Payables Section (P & P) prior to the award of the proposed contract with King County.

If you have questions regarding the King County Equal Benefits Ordinance 14823, the Rules Implementing the Ordinance dated January 30, 2011, the worksheet or the contracting process; please contact your Contract Specialist or Goods and Services Buyer. Please contact Jesse Gonzalez, King County Equal Benefits Coordinator xxxx@kingcounty.gov or (206) 263-9335) for questions regarding Substantial Compliance.