



Please see the important clarification below about the City's Paid Sick Leave Ordinance for businesses with less than 10 employees.

## City Passes Paid Sick Leave Legislation

More details are coming, but businesses should be ready when Paid Sick Leave takes effect on May 13th.

Under the Ordinance, full- and part-time employees who work at least 40 hours per year within the City of Philadelphia will accrue paid sick leave at the rate of one hour for every 40 hours worked, up to a maximum of 40 hours per year.

Employers that employ fewer than 10 full-time, part-time, or temporary employees for at least 40 weeks in a calendar year are not required to provide paid sick leave. However these businesses must allow employees to accrue *unpaid sick leave* at the same rates as above, and under the same conditions the ordinance provides for paid sick leave. Certain chain establishments are required to provide paid sick leave regardless of the number of employees at the chain's Philadelphia location.

Employees may use covered leave

- For their own illnesses
- To address a family member's mental or physical illness, injury, or health condition
- To obtain medical attention to recover from an injury or disability caused by domestic or sexual violence (including stalking) or for related legal services or remedies.

Any questions or information requests on this law can be directed to [PaidSickLeave@Phila.gov](mailto:PaidSickLeave@Phila.gov).



## Department of Commerce

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