



NOTICE TO EMPLOYEES

Healthcare Epidemic Leave

Amendments to Chapter §9-4100 — Promoting Healthy Families and Workplaces

Healthcare Employer Requirements

Including hospitals, nursing homes and home health agencies

Starting September, 9 2020, Healthcare employers with 10 or more Employees must provide certain Healthcare Employees (including pool employees and service employees) with additional paid sick leave when an eligible employee contracts COVID-19 while they are unable to work.

This includes hospitals, nursing homes, and home health providers. In order to qualify, the eligible employee must have worked at least 40 hours within the three months prior to contracting COVID-19. In order to use your health care employee leave, you must request it from your employer.

Healthcare Employers can not place additional conditions or requirements employee eligibility of this additional COVID-19 related paid sick leave requirement outside of what is outlined in the law. This requirement is in effect when COVID-19 is declared a pandemic or epidemic event affecting the City of Philadelphia declared to exist by the World Health Organization, the Centers for Disease Control or Prevention or other recognized public interest health organization.

Healthcare Employers are required to keep records documenting compliance for a period of two years, including but not limited to relevant policies, call out records, records of providing the additional pandemic paid sick leave and reports of eligible healthcare employees contracting COVID-19. Eligible Employees can report a violation by contacting the Office of Worker Protections or file a lawsuit

Healthcare Employer Accrued Sick Leave Requirement

Separately from the COVID-19 pandemic sick leave requirement above, all Philadelphia Employers must provide up to 40 hours of paid sick leave (for Employers with 10 or more employees) or unpaid sick leave (for Employers with 9 or less employees) per calendar year for all covered Employees. This accrued sick leave requirement must be provided to covered Employees when they are unable to work due to caring for themselves or a family member for covered sick leave reasons.

 **RETALIATION BY EMPLOYERS IS ILLEGAL.**

Learn More

EMPLOYERS

Request compliance assistance by contacting the Office of Worker Protections.

EMPLOYEES

File a complaint by contacting the Office of Worker Protections



100 S. BROAD STREET — 4TH FLOOR, PHILADELPHIA PA 19102

WORKERPROTECTION@PHILA.GOV

PHILA.GOV/LABOR

