FOR EMPLOYERS

For every 40 hours worked, you must provide your employees 1 hour of sick leave. Employers are responsible for tracking earned sick leave for employees.

DOES BUSINESS SIZE MATTER?

If you have 9 or fewer employees, you must provide AT LEAST UNPAID SICK LEAVE.

If you have 10 or more employees, you must provide PAID SICK LEAVE.

EMPLOYERS MUST:

- Post your employee handbook on site
- Verbally notify employees
- Keep employee records of earned sick leave
- Post the law in English or in any language that is the first language spoken by 5% of your workforce

PLEASE NOTE:

You must allow employees to TAKE SICK LEAVE AS NEEDED.

This law went into effect MAY 13, 2015

PHILADELPHIA FOOD POLICY ADVISORY COUNCIL