

Chapter 17-1300 Requirements

Employers subject to the Chapter must provide covered Employees with the following:

1. 150% of the federal minimum wage. The federal minimum wage is \$7.25 thus the minimum wage must be \$10.88 an hour for any covered Employee.
2. Minimum Health Benefits (full-time, permanent employees only)
3. Sick Pay Benefits (full-time, permanent employees only)

The Minimum Health Benefits requirements are as follows:

1. If employer provides health benefits to any of its employees, they must provide each full-time, non-temporary, non-seasonal covered Employee with health benefits at least as valuable as the least valuable health benefits provided any other full-time employee.

The Sick Pay Benefits requirements also apply only to full-time, non-temporary, non-seasonal employees, and are as follows:

1. For Employers with 12 or more employees, covered Employees have the right to accrue one hour of paid sick time for every 40 hours worked in Philadelphia and they must be allowed to accrue up to 56 hours of paid sick time in a calendar year (or more at the Employer's option).
2. If the Employer employs more than 5 but less than 11 employees, they only need to provide covered Employees with at least 32 hours paid sick time per year.
3. Covered Employees will begin to accrue sick time at the start of employment and can use it as accrued beginning after the 90th day of employment.
4. Covered Employees are allowed to use accrued paid sick time for their own mental or physical illness, injury, etc. or for preventative care.
5. Covered Employees are allowed to use their accrued sick time to take care of a family member. A family member is defined by the Employer's own personnel policies.
6. Covered Employees must provide a good faith effort to give their Employer prior notice of taking sick time and provide reasonable documentation of the sick time when used for two (2) consecutive days. Again, what is required as good faith effort to provide notice and documentation to the Employer will be defined by the Employer's own personnel policies.
7. Covered Employees may use sick time in hourly increments; however, the Employer may follow its own personnel policies when determining sick time increments.
8. Employer must provide notice and posting of the covered Employees' rights under the Chapter.
9. If the Employer has a paid leave policy, which makes available an amount of "paid leave" per year that includes vacation days, personal days, sick days, etc., it will meet the requirements of the sick pay ordinance as long as the minimum number of days required is still provided.