REQUIRES PAID OR UNPAID SICK LEAVE

Chapter §9-4100 — Promoting Healthy Families and Workplaces

Examples of Violations

Denied use of paid or unpaid sick leave.

Not tracking accrual of sick leave.

Not notifying employees of this benefit.

Not allowing to carry over sick leave each year.

Requiring a note for two days or less.

Not accepting a reasonable note.

Requiring a worker to find coverage.

Requiring a worker to make up hours.

Not allowing sick leave for sexual assault or domestic abuse.

Employer Requirements

Employees will earn 1 hour of sick leave for every 40 hours of work, which may be limited to 40 hours each year.

The employer will keep records of sick leave accrual and use for all employees for 2 years.

The employer will notify all employees of their right to this benefit.

The employer will provide unpaid sick leave for 9 or less employees.

The employer will provide paid sick leave for 10 or more employees at the regular rate of pay.

The employer will allow unused sick leave time to carry over from one year to the next year or front load.

The employer will provide earned unpaid sick leave once the employee has exhausted paid sick leave.

Employees Exempted from this law

- Hired to work 6 months or less
- Hired for a 16 week period/ seasonal worker
- Independent contractor/ 1099 tax form
- Covered by a collective bargaining agreement
- Adjunct professor
- Pool employee or Per Diem
- Student intern

If you believe you have been misclassified, contact our office.

Learn More

EMPLOYERS
Request compliance assistance by contacting the Office of Worker Protections.

EMPLOYEES
File a complaint by contacting the Office of Worker Protections or file a lawsuit in Court.

❌ RETALIATION BY EMPLOYERS IS ILLEGAL.

Department of Labor
CITY OF PHILADELPHIA

215-686-0802
Worker Protection Hotline