

# COVID-19 Pandemic Paid Sick Leave Notice to Employees

Amendments to Chapter 9-4100

## Health Care Employee Pandemic Paid Sick Leave

### Employer requirements:

Starting September 9 2020, Health Care employers must provide certain Health Care Workers (including pool employees and service employees) with paid sick leave when the employee tests positive for COVID-19. This includes hospitals, nursing homes, and home health providers.

In order to qualify, the employee must have worked at least 40 hours within the three months prior to the positive COVID-19 test. In order to use your health care employee leave, you must request it from your employer.

## Public Health Emergency Leave

### Employer requirements:

Starting September 17 2020 until December 31 2020, employers with 500 or more employees must provide up to 112 hours of paid sick leave to employees who request it under certain conditions and circumstances including :

- 1) Care for self or family member showing symptoms of COVID-19.
- 2) Care for self or family member advised to self quarantine by a health care provider.
- 3) Care for self or family member during local quarantine.
- 4) Childcare closure.

A note is not required in order to request public health emergency leave. Additional protections are outlined in the law and it's regulations. Employees excluded in the FFCRA can be eligible under this provision. In order to use your emergency leave, you must request it from your employer.

Employees with multiple employers have specific terms and conditions outlined in the regulations including start date.

You may be eligible for state or federal benefits.

## Retaliation by employers is prohibited.



**The Office of Benefits and  
Wage Compliance**  
**215.686.0802**  
**COVID19WorkerProtections@phila.gov**

**Employers**  
Request compliance  
assistance by contacting the  
Office of Benefits and Wage  
Compliance

**Employees**  
File a complaint  
by contacting the Office of  
Benefits and Wage  
Compliance

*Employees have two years from when the violation occurred to file a complaint. Our office will  
not ask for identification or social security information.*