



## NOTICE TO EMPLOYEES

# COVID-19 PANDEMIC PAID SICK LEAVE

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

### Healthcare Employer Requirements

**Starting September, 9 2020, Healthcare employers must provide certain Healthcare 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 eligible 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.

### 2022-2023 Employer Requirements

*(For employers with 25 or more employees)*

**Starting March 9, 2022 until December 31, 2023, employers with 25 or more employees must provide up to 40 hours of additional paid sick leave to eligible employees when they are unable to work for certain COVID-19 reasons, including:**

- Care for self or family member showing symptoms of COVID-19.
- Care for self or family member exposed to COVID-19 in order to self isolate.
- Childcare or school closure.
- In order to receive a COVID-19 test, vaccine or recover from injury, disability or illness related to vaccination.

This paid sick leave must be provided outside of and prior to using the eligible employee's existing accrued paid time off banks for eligible employees including most full time employees, part time employees, and union employees. COVID-19 Leave must be provided to employees immediately with no waiting period.

An employer is permitted only to request that an employee submit a self-certified statement, asserting that leave was used according to the purposes listed above.

*Review the law or contact our office for more information. Covered employers whose existing leave policies provide 120 hours or 112.5 hours or more of paid sick leave that can be used for the same purposes under the same conditions of COVID-19 Leave may not be required to provide additional paid sick leave.*



**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](mailto:WORKERPROTECTION@PHILA.GOV)

• [PHILA.GOV/LABOR](http://PHILA.GOV/LABOR)



**Department of Labor**  
CITY OF PHILADELPHIA



**215-686-0802**  
Worker Protection Hotline