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IMPORTANT: PHILADELPHIA SICK LEAVE LAW STARTS MAY 13

May 12, 2015

Philadelphia Sick Leave Starts Tomorrow!

Related Practices

Employee Benefits
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Beginning Wednesday, May 13, employers must post this sick leave poster in the workplace of any employee working within the City of Philadelphia:

<http://www.dilworthlaw.com/portalsource/PhiladelphiaSickLeavePoster>.

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Despite opposition from small business, Philadelphia has joined New York in requiring mandatory sick leave for employees. Employers with 10 or more employees must provide eligible employees with at least one hour of paid sick leave for every 40 hours worked in Philadelphia, up to a maximum of 40 hours or five days in a calendar year. Employers with less than 10 employees must provide the same amount of time off for sick leave- but are not required to pay employees for the time off.

Mandatory sick time does not apply to seasonal employees, interns, or companies whose workers have unions. Companies that already have a sick leave policy need only ensure that their policies provide the requested leave. Employers who fail to comply with the law will be subject to liquidated damages of up to \$2,000 per employee, as well as back wages, attorney's fees, and other damages suffered from the employer's violation.

Feel free to contact us to create a new sick leave policy or to review your current sick leave policy to ensure that it complies with the new law.