Philadelphia’s Paid Sick Leave Ordinance

On May 13, 2015 the City of Philadelphia’s mandatory sick leave ordinance, “Promoting Healthy Families and Workplaces,” went into effect. The enactment requires employers with 10 or more employees working within the geographic boundaries of the City to provide eligible employees with a minimum of one hour of sick leave for every 40 hours worked, up to a maximum of 40 hours of sick leave per year.
• Applies to non-bargaining employees working less than 20 hours per week.
• Excluded from this ordinance are student workers, seasonal workers, adjunct professors, interns, health care professional pool employees, state and federal employees and employees hired for less than 6 months.
• The first 5 City Sick days are exempt from disciplinary action.
• New Kronos Pay Code “City Sick”.
• Temple University Employee Manual and Work Rules will be updated to comply with the new provisions of the ordinance.
• City website: http://www.phila.gov/UDIO/Pages/default.aspx.