

MAYOR'S TASK FORCE ON PAID SICK LEAVE

WHEREAS, the issue of paid sick leave remains a matter of concern to Philadelphia's employees and employers alike; and

WHEREAS, for employees, the issue of paid sick leave raises significant questions around caring for one's own health and the health of close relations, while maintaining one's income without the threat or possibility of termination or discipline; and

WHEREAS, for employers, the issue raises significant questions regarding the potential demands of staying competitive in the regional, national, and global marketplace, as well as issues related to operating costs and workforce management; and

WHEREAS, City Council has twice addressed the question of whether a paid sick leave requirement should be implemented in the City of Philadelphia; and

WHEREAS, an assessment of the practices of Philadelphia employers with respect to the provision of paid sick leave to their employees and the impact of a mandated minimum requirement of paid sick leave on employees and employers is warranted at this time; and

WHEREAS, convening experts and stakeholders will create a forum to evaluate the potential impact of paid sick leave in Philadelphia;

NOW, THEREFORE, I, Mayor Michael A. Nutter, by the powers invested in me by the Philadelphia Home Rule Charter, do hereby ORDER as follows:

SECTION 1. Creation of the Task Force.

The Mayor's Task Force on Paid Sick Leave is hereby created in the Office of the Mayor.

SECTION 2. Members.

The Task Force shall be comprised of no more than 17 members appointed by the Mayor, based on their expertise in the area of employee benefits; job creation in Philadelphia; their interest as a stakeholder regarding the potential mandate of earned sick leave benefits in Philadelphia; or other relevant qualifications regarding this issue. The Mayor shall appoint co-chairs representing different perspectives on the issue of paid sick leave. All members shall serve without compensation.

SECTION 3. Purpose of the Task Force.

The purpose of the Task Force shall be to conduct a complete, thorough, and balanced review of the likely impact on both employers and employees of mandating paid sick leave in Philadelphia, and to provide practical and appropriate recommendations.

(A) With respect to employers, the review shall include the economic effect on businesses, as well as likely impacts on operating costs, hiring, and workforce management.

(B) With respect to employees, the review shall include the effect on covered employees and their families, and the benefits of having a paid sick leave policy in the City of Philadelphia.

(C) The review shall also consider City-wide effects on the business climate and public health.

(D) The review shall evaluate and analyze (i) the current array of paid sick leave policies in Philadelphia and their application, including the types of leave provided across various characteristics, such as by industry, business size, and employee wages; and (ii) the impact of the implementation of paid sick leave in jurisdictions comparable to Philadelphia.

(E) The review shall further consider what, if any, possible approaches to mandating sick leave would afford a meaningful benefit to employees while preserving or enhancing the business climate to create more jobs in Philadelphia.

SECTION 4. Report of the Task Force.

The Task Force shall prepare a report on its findings and recommendations with respect to its review under Section 3 of this Order by no later than December 1, 2014. The report shall be delivered to the Mayor, the President of City Council, and the Chief Clerk of Council. The report shall further be posted on the City's website.

SECTION 5. Cooperation by the Executive and Administrative Branch. Participation of other public entities and the private sector.

(A) All City Departments, Agencies, Boards, and Commissions shall cooperate with the Task Force, and provide any data it may require with respect to the operations of City Government.

(B) Other public entities, along with the private sector, are encouraged to support the work of, and cooperate with, the Task Force.

6/12/14
Date


Michael A. Nutter, Mayor