

Wrongful Discharge from Parking Employment

Chapter 9-4700
Effective Sept 3 2019

Prohibits Discharge Without Just Cause

Parking employees may not be discharged unless:

The employer's policy, rule or practice is violated;

The employee knew or should have known of the policy, rule or practice;

The employee is provided relevant and adequate training;

The employer's policy, rule or practice is reasonable and applied consistently; and

The employee is given a fair and objective investigation prior to discharge.

Employer requirements:

The employer will not discharge a parking employee except for just cause or a bona fide economic reason.

The employer will not discharge a parking employee unless progressive discipline has been utilized. The employer will not discharge based on disciplines older than 1 year.

The employer will promptly provide a written explanation to any discharged parking employee for the precise reasons for discharge or bona fide economic reasons.

The employer will post and keep posted this notice.

The employer will keep records necessary to demonstrate compliance for two years.

Retaliation is prohibited under this law.



The Office of Benefits and Wage
Compliance
215.686.0802
justcauseparking@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