

COVID-19 Paid Sick Leave Benefits and Scenarios


The following is a guide to Philadelphia's paid sick leave requirements during COVID-19 to show which scenarios apply if all other conditions are met. Your employer may offer paid sick leave in addition to these requirements. You may also be eligible for state Unemployment Compensation or other federal and state benefits.

Scenarios	Paid Sick Leave since 2015	Emergency Health Leave starts 9/17/20 - ends 12/31/20	Healthcare Worker Paid Leave starts 9/7/20	FFCRA Paid Leave or other benefit
	<i>More info here.</i>	<i>More info here.</i>	<i>More info here.</i>	<i>More info here.</i>
1. My employer has 10 or more employees.	✓			
2. My employer has 499 or fewer employees.	✓		✓	✓ Excluding emergency responders and healthcare providers
3. My employer has 500 or more employees.	✓	✓	✓	
4. Caring for self or family member showing symptoms.	✓	✓		✓
5. Caring for self or family member advised to quarantine by a healthcare provider.	✓	✓		✓
6. Caring for self or family member during local quarantine.	✓	✓		✓
7. Childcare closure.	✓	✓		✓
8. Mandated business closure.	✓	✓		✓ Unemployment
9. Healthcare worker including pool worker contracts COVID-19.			✓	
10. Employee excluded from FFCRA benefits.		? Most likely covered.	✓	
11. Lost income or reduction of hours.				✓ Unemployment
12. Gig worker that meets #4 - #6 above.		✓		? Temp workers hired by an agency
13. Domestic Worker that meets #4 - #6 above.		✓		? Certain workers
14. Full time and part time worker.	✓	✓	✓	✓
15. Worker chooses to remain home and does not meet #4-#9 above.				

Retaliation by employers is illegal, including threats to immigration status.

If scenarios #1-#13 apply to you, contact the Office of Benefits and Wage Compliance to find out if you are covered by one of the City's paid sick leave requirements.

In order to use your paid sick leave, you must request it from your employer. Employees have two years from when the violation occurred to file a paid sick leave complaint. Our office will not ask you for identification or a social security number.

 Language access is available.

Contact the Office of Benefits and Wage Compliance

215.686.0802

COVID19WorkplaceProtections@phila.gov

