



Department of Labor
CITY OF PHILADELPHIA

LABOR POLICY & COMPLIANCE REPORT

Overview of labor and worker data from the Philadelphia Department of Labor's Office of Labor Standards and Office of Worker Protections from **January through June 2026**.





About this Report

This report shares information about how the City enforces worker protection laws, how much money is recovered for workers, and how we educate employers and workers about their rights and responsibilities. We collect data on unpaid wages, sick leave, fair scheduling, domestic worker rights, and fair pay for workers on City-funded projects.

This document complies with the 2025 POWER Act's reporting requirements.

Philadelphia Department of Labor

The Philadelphia Department of Labor oversees the City's work-related programs and policies. It includes several offices that support fair workplaces, protect workers' rights, and manage relationships between the City and its employees. The department works to make sure people who work in, for, or with the City are treated fairly, paid properly, and supported on the job.

The City's Labor Laws

This report includes data on enforcement of nine labor ordinances: Prevailing Wage, Wage Theft, Fair Workweek, Sick Leave, Domestic Worker Bill of Rights, Tower Crane Operator Breaks, Wrongful Discharge of Parking Employees, Workforce and Career Pathways Information Sheet, and Protection of Displaced Service Employees.

The Office of Labor Standards (OLS) enforces Prevailing Wage. The Office of Worker Protections (OWP) enforces the other eight ordinances. This affects how the data looks.

OLS receives and reviews weekly certified payroll records from contractors and subcontractors performing work on covered City projects. These payroll records provide OLS with information on the workers performing the work, hours worked, classifications, and wages paid. OWP's laws are complaint-based, so information is generally received when a complaint is filed. Because the two offices obtain information through different processes, the types of data reflected in the report are different.

Summary of Cases & Damages

January - June 2026



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Quick Stats

383 Complaints filed

55 Complaints found not actionable

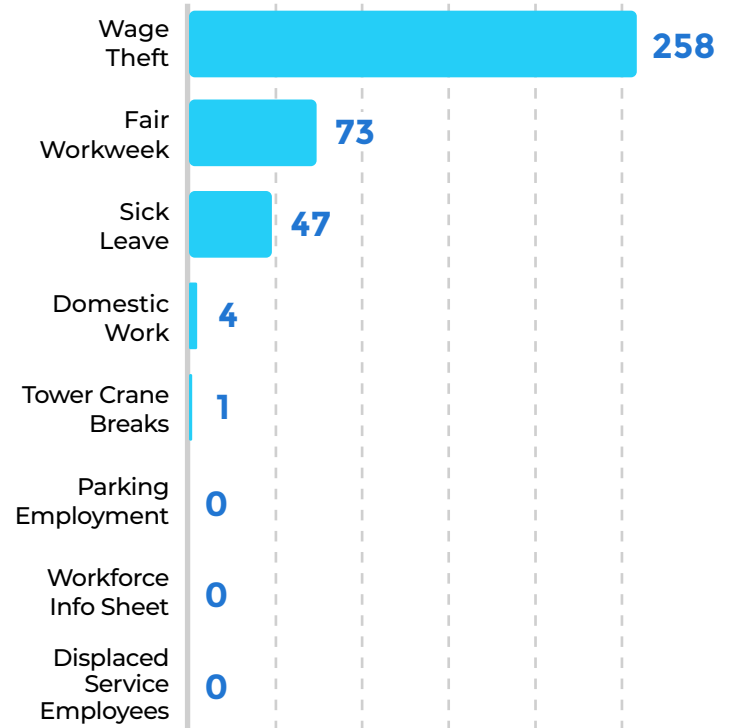
0 Referred to other enforcement agencies

0 Business licenses referred to the Department of Licenses & Inspection

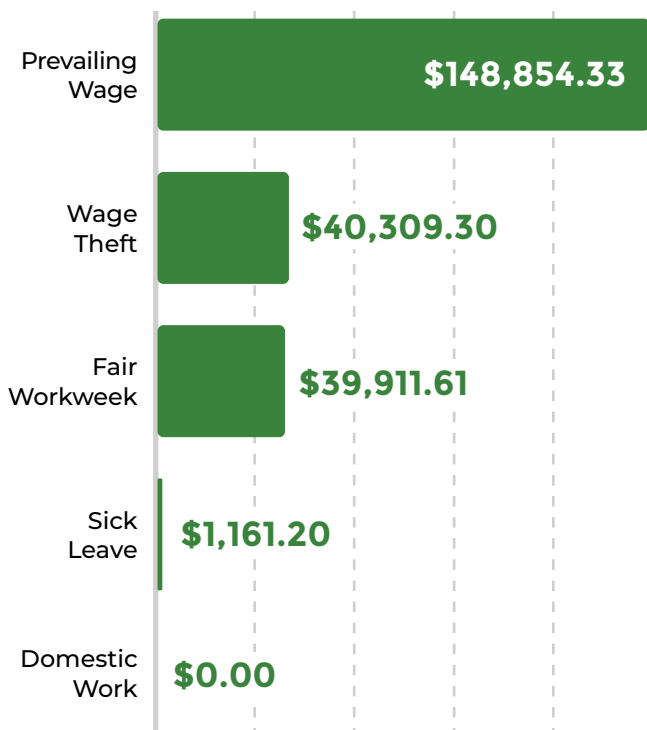
\$230,236.44 Total amount awarded to workers

\$29,900.00 Total amount of fines paid to the City of Philadelphia

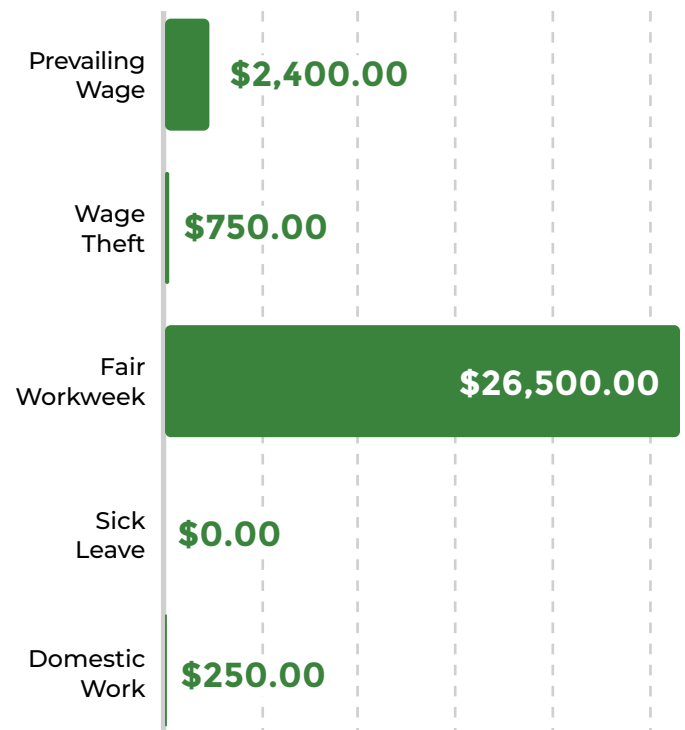
Complaints Received, by Ordinance



Damages Awarded to Workers



Fines Paid to the City



Cases & Complaints, Part 1

January - June 2026



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Ordinance	Complaints	Investigations	Average # of days between complaint and determination	Violations
Prevailing Wage	N/A	N/A	N/A	81
Wage Theft	258	127	353	7
Fair Workweek	73	31	N/A	0
Sick Leave	47	25	647	3
Domestic Workers	4	0	N/A	5
Tower Crane Breaks	1	1	N/A	0
Parking Employment	0	0	N/A	0
Workforce Info Sheet	0	0	N/A	0
Displaced Service Employees	0	0	N/A	0
TOTAL	383	184	427	96

Cases & Complaints, Part 2

January - June 2026



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Ordinance	Complaints Appealed to the Board of Labor Standards	Employer Failed to Comply with Final Determination	Civil Actions Filed in Court to Enforce Final Determination	Cases Resolved by Mediation
Prevailing Wage	N/A	N/A	N/A	N/A
Wage Theft	2	7	0	19
Fair Workweek	1	0	0	0
Sick Leave	0	0	0	1
Domestic Workers	1	0	0	0
Tower Crane Breaks	0	0	0	0
Parking Employment	0	0	0	1
Workforce Info Sheet	0	0	0	0
Displaced Service Employees	0	0	0	0
TOTAL	4	7	0	21

OWP Violations Found

January - June 2026



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Wage Theft

Type of Violation	Number of Violations
Not paid agreed wage	1
Not paid all hours worked	4
Overtime wage theft	1
Wrongful pay deduction	1
Total violations	7

Sick Leave

Type of Violation	Number of Violations
Not tracking accrual of sick time	1
Denied use of paid sick leave	1
Not providing notice of rights	1
Total violations	3

Domestic Worker Bill of Rights

Type of Violation	Number of Violations
Failure to provide a written contract	2
Failure to provide two weeks notice of termination or two weeks severance pay	1
Failure to notify employee of their rights	1
Retaliation	1
Total violations	5

Injunctive Relief Awarded

Ordinance	Kind of Injunctive Relief
Wage Theft	Proof of compliance
Fair Workweek	Proof of compliance
Sick Leave	Proof of compliance
Domestic Worker	Proof of compliance
Tower Crane Break	N/A
Parking employment	N/A
Workforce info sheet	N/A
Displaced Service Employees	N/A

Monetary Damages & Fines

January - June 2026



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Ordinance	Total Damages Awarded to Workers	Average Amount Awarded	Range of Awards	Damages Recovered via Settlement	Fines Paid to the City
Prevailing Wage	\$148,854.33	N/A	N/A	N/A	\$2,400.00
Wage Theft	\$40,309.30	\$1,550.36	\$143.43 - \$5,395.00	\$31,536.50	\$750.00
Fair Workweek	\$39,911.61	\$1,554.00	\$250.00 - \$3,300.00	\$0.00	\$26,500.00
Sick Leave	\$1,161.20	\$580.60	\$361.20 - \$800.00	\$361.20	\$0.00
Domestic Workers	\$0.00	\$0.00	N/A	\$0.00	\$250.00
Tower Crane Breaks	\$0.00	\$0.00	N/A	\$0.00	\$0.00
Parking Employment	\$0.00	\$0.00	N/A	\$0.00	\$0.00
Workforce Info Sheet	\$0.00	\$0.00	N/A	\$0.00	\$0.00
Displaced Service Employees	\$0.00	\$0.00	N/A	\$0.00	\$0.00
TOTAL	\$230,236.44	\$1,228.32	\$143.43 - \$5,395.00	\$31,897.70	\$29,900.00

OWP Outreach & Intake

January - June 2026

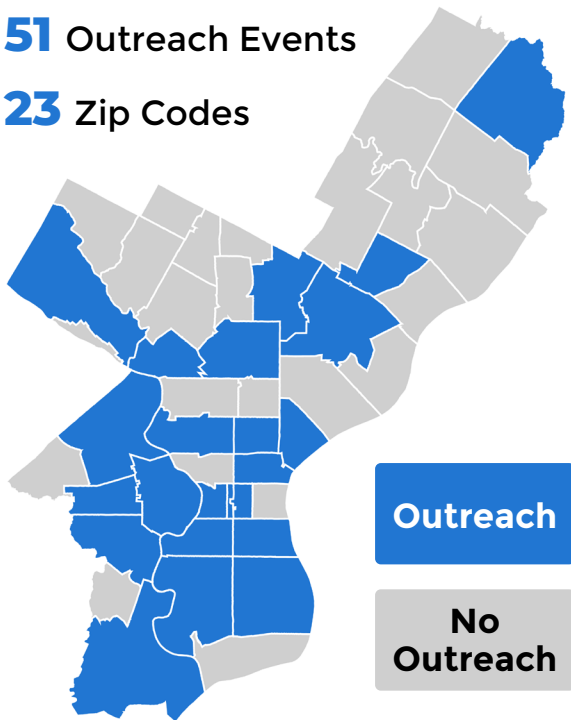


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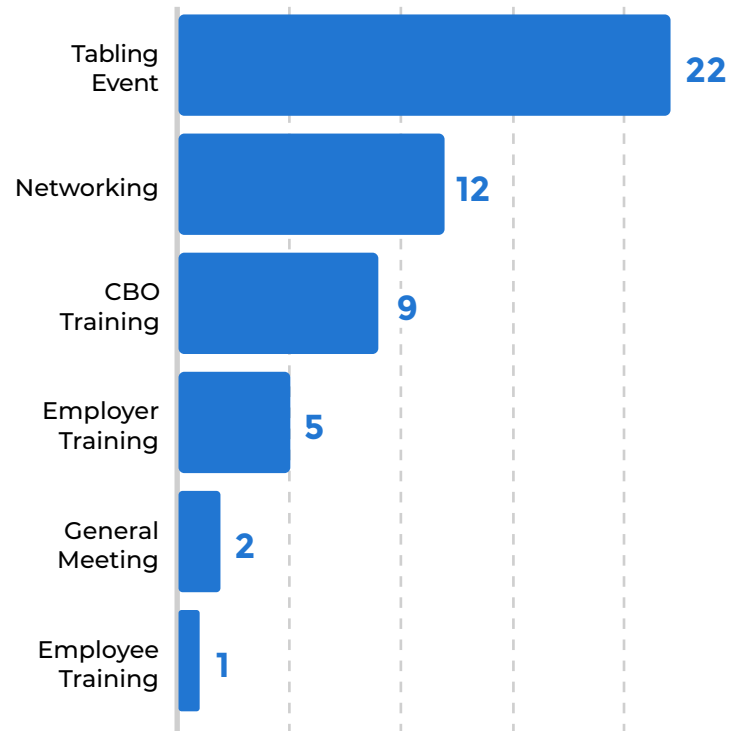
Outreach Events by Zip Code

51 Outreach Events

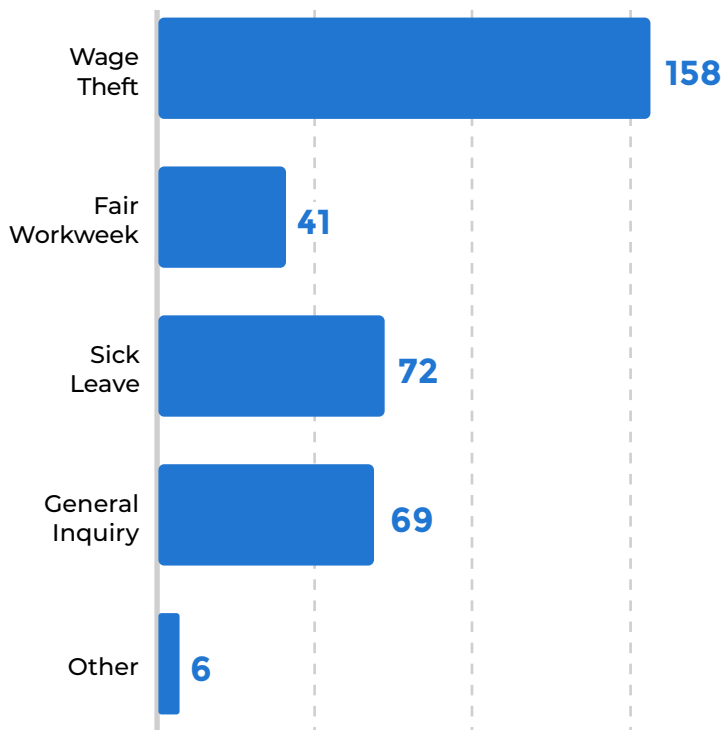
23 Zip Codes



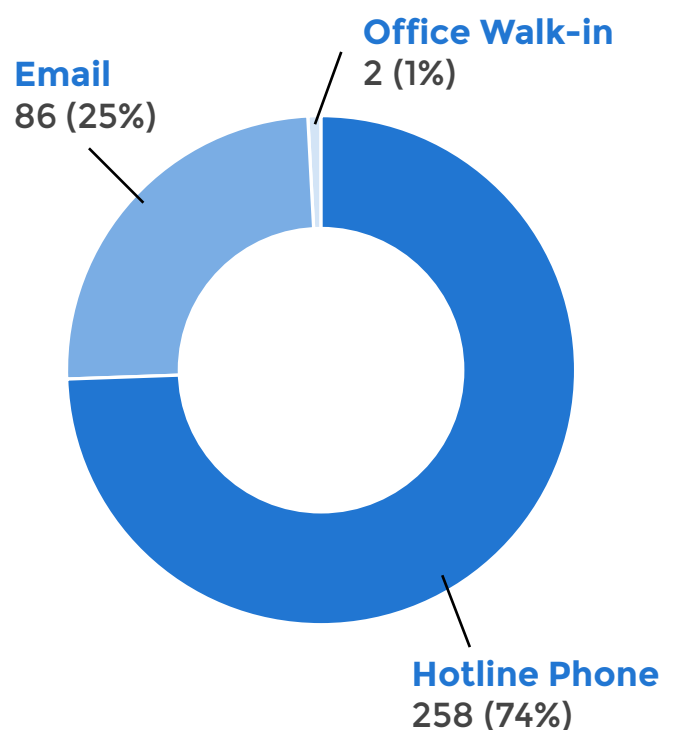
Types of Outreach Events



Intake Inquiries Fielded by Topic



Intake Contact Method



Bad Actor List

January - June 2026



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The **Bad Actors Database** is a public list that shows which employers have repeatedly broken worker protection laws in Philadelphia. It includes employers that have three or more final violations or that fail to follow required penalties or orders.

Bad Actors List

Employer	Workplace	Address	Number of Complaints	Law(s) Violated	Date of Most Recent Determination
Flex Fitness Jungle Gym LLC / Jermaine Quinones	Gym	Philadelphia, PA	3	§9-4300 Wage Theft	11/17/2025
Design Pro Development LLC	Real Estate Developer	1516 N 5th St, Suite 507, Philadelphia PA 19122	1	§9-4300 Wage Theft	01/23/2026
No Comparison Cleaning Services LLC / Eric Rodrigues	Cleaning Service	Philadelphia, PA	2	§9-4300 Wage Theft	02/08/2026

Reason for Inclusion

Employer	Reason for Inclusion
Flex Fitness Jungle Gym LLC / Jermaine Quinones	Failed to pay wages or fines after exhaustion of appeals process
Design Pro Development LLC	Failed to pay wages or fines after exhaustion of appeals process
No Comparison Cleaning Services LLC / Eric Rodrigues	Failed to pay wages or fines after exhaustion of appeals process