

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 <small>More info here.</small>	Paid Sick Leave since 2015	2020 Emergency Health Leave starts 9/17/20 - ends 12/31/20	Emergency Health Leave starts 3/29/21- end of pandemic	Healthcare Worker Paid Leave starts 9/7/20
1. My employer has 10 or more employees. <small>*Certain employers with 9 or less employees must provide unpaid leave.</small>	✓			✓
2. My employer has 50 or more employees.			✓	✓
3. My employer has 499 or fewer employees.	✓			✓
4. My employer has 500 or more employees.	✓	✓		✓
5. Caring for self or family member showing symptoms.	✓	✓	✓	
6. Caring for self or family member advised to quarantine by a healthcare provider.	✓	✓	✓	
7. Caring for self or family member during local quarantine.	✓	✓	✓	
8. Childcare or school closure.	✓	✓	✓	
9. In order to receive a vaccine or illness/ injury due to receiving vaccination..	✓	✓	✓	
10. Healthcare worker including pool worker contracts COVID-19.	✓		✓	✓
11. Employee excluded from FFCRA benefits.		? Most likely covered.		✓
12. Lost income or reduction of hours.				
13. Gig worker that meets #5 - #8 above.		✓		
14. Domestic Worker that meets #5 - #8 above.		✓		
15. Full time and part time worker.	✓	✓	✓	✓
16. Union employee.		✓	✓	✓
17. Worker chooses to remain home and does not meet #5-#10 above.				

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

If scenarios #1-#10 apply to you, contact the Office of Worker Protections to find out if you are covered by one of the City's paid sick leave requirements. *Certain employers who provide paid sick leave for specific COVID-19 reasons may be eligible to receive federal reimbursement as a tax credit.*

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 complaint. Our office will not ask you for identification or a social security number.