

SICK LEAVE IS THE LAW IN PHILADELPHIA!

All Philadelphia workers are entitled to earned sick leave. You can use sick leave to care for yourself or for your family. Workers at large chains and companies with at least 10 employees qualify to be paid for sick leave time.

If you believe your employer is supposed to provide sick leave, but they are not providing it, you can call Community Legal Services at 215.981.3713.

- **Employees in Philadelphia earn 1 sick hour for every 40 hours they work, starting May 13, 2015.** Workers must be *paid* their normal pay rate for sick leave if they work for a large chain or an employer with at least 10 employees in Philadelphia. Companies with less than 10 employees must allow workers to earn *unpaid* sick leave.
- You can earn **up to a maximum of 40 sick leave hours in one year.** You can take sick time under this law after you've been working at the company for 90 days.
- You can use earned sick leave **for your own health needs, to care for a family member** (including grandparents and grandchildren), or **for leave necessary due to domestic abuse or sexual assault.**
- When you need leave, you must tell your employer as soon as you can; employers can require proof that you need it.
- The law does not cover independent contractors, temporary workers, union members, or state or federal employees.
- If your employer refuses to provide earned sick leave, or retaliates against you for taking it, you can sue in court. You must file a complaint with the Philadelphia Managing Director's Office before you can go to court. Submit complaints to: paidsickleave@phila.gov.



COMMUNITY LEGAL SERVICES
OF PHILADELPHIA

Center City Office: 1424 Chestnut St. | Philadelphia, PA 19102-2505 | Telephone: 215-981-3700 clsphila.org
North Philadelphia Law Center: 1410 West Erie Ave. | Philadelphia, PA 19140-4136 | Telephone: 215-227-2400