

PENNSYLVANIA

Paid COVID-19 Leave Required Under Philadelphia PHEL Law

A new Philadelphia Public Health Emergency Leave (PHEL) law mandates up to **80** hours of paid employee leave for specific COVID-19-related reasons. Leave became available under the law on **March 29, 2021**, and employers are required to notify employees about the law by **April 13, 2021**. A model notice provided by the city compares the current PHEL law with a similar law that expired in December 2020. The PHEL law remains in effect until one week after the end of the public health emergency.

Covered Employers and Employees

The law applies to employers with **50 or more employees**. It covers employees who have worked for a given employer for at least **90 days** and:

- Work in Philadelphia;
- Normally work in Philadelphia but are currently teleworking from another location as a result of COVID-19; or
- Work for a given employer from multiple locations or mobile locations, if at least 51% of their work time is spent in Philadelphia.

Full-time, part-time and union employees **are** covered by the law; however, seasonal, temporary, and state or federal employees are **not** covered.

Reasons for Leave

Leave must be provided for certain reasons related to an employee's or family member's COVID-19 symptoms or exposure, to the COVID-19-related closure of child care or school, or to receive a vaccine or recover from vaccination.

Other Leave

With some exceptions, employers must offer PHEL in addition to other paid leave and may not require employees to use PHEL before other leave.

Important Dates

Dec. 31, 2020

Former Philadelphia Public Health Emergency Leave law expired.

March 29, 2021

New Philadelphia Public Health Emergency Leave law took effect.

April 13, 2021

Employers must provide notice of PHEL leave rights to employees.

Employers may substitute employee leave meeting certain requirements for mandated PHEL leave.



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