

A red horizontal banner with the text 'e-Alert' in white, centered. The banner is positioned over a background image of a person's arm being injected with a vaccine. The person is wearing a grey t-shirt, and the healthcare worker is wearing white gloves and holding a syringe.

04.19.21

Philadelphia Requires COVID-19-related Employee Leave

Background

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.

Summary

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 because 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.

This content is provided with the understanding that HR Knowledge is not rendering legal advice. While every effort is made to provide current information, the law changes regularly and laws may vary depending on the state or municipality. The material is made available for informational purposes only and is not a substitute for legal advice or your professional judgment. You should review applicable laws in your jurisdiction and consult experienced counsel for legal advice. If you have any questions regarding this content, please contact [HR Knowledge](#).



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

Leave is 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 childcare or school, or to receive or recover from a COVID-19 vaccine.

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

Employer Next Steps

- If you have any questions regarding this e-Alert, please [email us](#).

This content is provided with the understanding that HR Knowledge is not rendering legal advice. While every effort is made to provide current information, the law changes regularly and laws may vary depending on the state or municipality. The material is made available for informational purposes only and is not a substitute for legal advice or your professional judgment. You should review applicable laws in your jurisdiction and consult experienced counsel for legal advice. If you have any questions regarding this content, please contact [HR Knowledge](#).

The People Simplifying HR

For almost twenty years, HR Knowledge has made it our mission to demystify the complex and daunting process of HR management. We do more than just provide the level of service and technology you'd expect from an industry leader. We combine unparalleled passion for service with our decades of HR, payroll, and benefits experience to provide our clients with personalized and actionable advice that is second—to—none. From managed payroll to employee benefits to HR support, we can help your organization thrive, grow, and reduce operating costs—no matter what industry you serve. Whether you're interested in our Full-Service solution or just need your employee handbook written, HR Knowledge can help you minimize risk while staying on top of compliance regulations. The bottom line? We're not just another cloud-based technology company that also does HR, #WeAreHR. [Get the scoop](#) on how we can help you simplify HR.



@WEAREHRK

This content is provided with the understanding that HR Knowledge is not rendering legal advice. While every effort is made to provide current information, the law changes regularly and laws may vary depending on the state or municipality. The material is made available for informational purposes only and is not a substitute for legal advice or your professional judgment. You should review applicable laws in your jurisdiction and consult experienced counsel for legal advice. If you have any questions regarding this content, please contact [HR Knowledge](#).