

e-Alert

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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.

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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](#).

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