



## **PHILADELPHIA CITY COUNCIL SHOULD ADOPT BILL #200303 ON SEPTEMBER 10, 2020 AND PROVIDE EMERGENCY PAID LEAVE FOR WORKERS**

September 2020

The COVID-19 crisis has put workers on the front lines in essential jobs and returning to non-essential jobs at risk. Those with low wages and no paid leave are left in a financial bind if they fall ill and cannot continue working. They cannot afford not to work and may be compelled to go to work sick. If they work while sick, they put their families and the public at risk. Due to gaps in employee benefits, Philadelphia's paid sick days ordinance, our statewide safety net, and Federal law, many Philadelphia workers and their families are suffering.

**Adoption of City Council Bill #200303 will fill the gap and make sure all workers are able to take paid leave in the same amount and for the same reasons as those covered by the federal Families First Coronavirus Response Act (FFCRA).** If enacted into law, this bill will provide 80 hours of immediately available paid leave as well as continued medical coverage and job protection to return to the same job, when unable to work because the worker:

- has COVID-19 symptoms
- is seeking a medical diagnosis
- is told to quarantine or isolate by the government or their doctor
- is caring for someone else who is in quarantine or isolation
- is caring for a child whose school or place of care is closed or unavailable

**The bill will provide emergency leave for Philadelphia workers who are left out of current paid sick and family leave laws, including:**

- Workers in companies of 500 or more employees, who are left out of the federal Families First Coronavirus Response Act (FFCRA)
- Health care workers and first responders, whose employers choose not to participate in FFCRA
- Workers left out of Philadelphia's paid sick days ordinance, including those misclassified as independent contractors, domestic workers, direct care workers, gig workers, and workers covered by a collective bargaining agreement
- Workers in businesses of 10 people or fewer who are covered by Philadelphia's paid sick days ordinance but are unpaid for their sick time

**Many workers without paid leave or other resources to weather the pandemic are people of color.**

- They have less access to paid leave. It is either not available to them or they can't afford to take it
- They are paid less and have fewer resources to provide basic necessities during an emergency
- They are disproportionately on the front lines of the pandemic and face higher health risks
- They have less access to quality health care and are dying at higher rates from COVID-19

**Philadelphia's expansion of paid sick days through executive action isn't enough.**

- It requires accrual of sick time and is available only after 90 days of employment.
- Public health emergencies require more than 40 hours of paid sick days to resolve.