

Paid Sick Leave Benefits for Home Healthcare Workers

Taking time off when you are sick or have been exposed to COVID-19 is important to stopping the spread of the virus. Paid sick leave laws help make this possible.

You may qualify for paid leave -- regardless of immigration status -- under the federal [Families First Coronavirus Response Act \(FFCRA\)](#) and/or the [Philadelphia Sick Leave Ordinance](#).

Philadelphia Paid Sick Leave Law

Most employers in Philadelphia are required to provide paid sick time. The employer must:

- Notify employees of this benefit
- Allow unused sick leave time to carry over from year to year
- Keep records of sick time and use for 2 years.

The law applies to employers with 10 or more employees and does not cover workers hired to work 6 months or less, independent contractors, and workers covered by a union agreement.

Paid sick leave under Philadelphia's law can be used when a worker:	Rate of pay	Paid sick time
Needs time off for the worker's own health OR Needs to care for a family member	100% of usual pay	1 hour for every 40 hours of work, up to 40 hours/year

Federal sick leave law (the FFCRA)

Home health care agencies **may not be required** to provide paid leave under the FFCRA; **but if they choose to do so, they can be reimbursed for the costs by the federal government.**

Paid sick leave under the FFCRA can be used when a worker:	Rate of pay	Weeks
Needs to stay home due to COVID-19 infection or exposure	100% of usual pay	Up to two weeks (80 hours)
Has been told by a health care provider to quarantine because of COVID-19		
Has COVID-19 symptoms and is seeking a medical diagnosis		
Is caring for someone who needs to stay home due to COVID-19 infection or exposure	66% of usual pay	
Is caring for a child whose school/childcare is closed or not available due to COVID-19	66% of usual pay	Up to two weeks*

If you are denied leave under the Philadelphia law, or if your employer takes action against you for trying to take sick time, you can file a complaint with the Mayor's Office of Labor at 215-686-0802.

If your employer refuses to cover paid sick time, you may be eligible for [Pandemic Unemployment Assistance](#).

More information about the FFCRA is available at <https://www.dol.gov/agencies/whd/pandemic>. More information about the Philadelphia Sick Leave Law is available at <https://www.phila.gov/departments/mayors-office-of-labor/>