

# City of Philadelphia



Council of the City of Philadelphia  
Office of the Chief Clerk  
Room 402, City Hall  
Philadelphia

(Resolution No. 070289)

## RESOLUTION

Supporting the four initiatives within the “Healthy Families, Healthy Workplaces Act.”

WHEREAS, Nearly every worker in the state of Pennsylvania will at some time during the year need a paid day off from work to take care of their own health needs or the health needs of members of their families; and

WHEREAS, There are many workers in Pennsylvania who are not entitled to any paid sick days to care for their own health needs or those of members of their families; and

WHEREAS, Low-income workers are significantly less likely to have paid sick days than other members of the workforce; and

WHEREAS, Providing workers time off to attend to their own health care and health care of family members will ensure a healthier and more productive workforce statewide; and

WHEREAS, Paid sick days will allow parents to provide personal care for their sick children, which speeds recovery and prevents more serious illnesses, while improving children’s overall mental and physical health; and

WHEREAS, Providing minimal paid sick days is affordable for employers, and studies have shown that costs from on-the-job productivity losses resulting from sick workers on the job exceed the cost of absenteeism among employees; and

WHEREAS, Employers who provide paid sick days have greater employee retention and avoid the problem of workers coming to work in poor health, which prevents the likelihood of spreading illness to other members of the workforce; now therefore

RESOLVED, That the City Council of Philadelphia supports the “Healthy Families, Healthy Workplaces Act,” which calls for:

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- I. A minimum of one hour of paid sick leave for every 40 hours worked by an employee, up to a maximum requirement under this law of 56 hours in a calendar year; and
- II. A minimum of one hour of paid sick leave for every 80 hours worked by an employee up to a maximum of 28 hours in a calendar year for small employers; and
- III. Employers to notify employees about their entitlement to paid sick leave; and
- IV. The ability for any employee subjected to retaliatory personnel action to institute a civil action in a court of competent jurisdiction under the terms set out in the state law; and

FURTHER RESOLVED, THAT THE CITY COUNCIL OF PHILADELPHIA, Encourages the Pennsylvania State Legislature to approve the passage of this legislation in full.

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CERTIFICATION: This is a true and correct copy of the original Resolution, Adopted by the Council of the City of Philadelphia on the twelfth of April, 2007.

Anna C. Verna  
PRESIDENT OF THE COUNCIL

Patricia Rafferty  
CHIEF CLERK OF THE COUNCIL

Introduced by: Councilmember Reynolds Brown

Sponsored by: Councilmembers Reynolds Brown, Greenlee, Rizzo, DiCicco, Goode, Miller, Savage, O'Neill, Krajewski and Kenney