Legislation Details (With Text)

File #:	250531	**Version:**	0	**Name:**	
Type:	Bill			**Status:**	IN COMMITTEE
File created:	5/15/2025			**In control:**	Committee on Law and Government
On agenda:				**Final action:**	
Title:	Amending Section 9-4103 of The Philadelphia Code, relating to "Promoting Healthy Families and Workplaces," to provide that employees covered by a bona fide collective bargaining agreement are eligible for paid and unpaid leave, all under certain terms and conditions.				
Sponsors:	Councilmember Thomas				
Indexes:					
Code sections:	9-4100 - PROMOTING HEALTHY FAMILIES AND WORKPLACES				
Attachments:	1. Bill No. 25053100				

Date	Ver.	Action By	Action	Result	Tally
5/15/2025	0	CITY COUNCIL	Introduced and Referred		

Amending Section 9-4103 of The Philadelphia Code, relating to "Promoting Healthy Families and Workplaces," to provide that employees covered by a bona fide collective bargaining agreement are eligible for paid and unpaid leave, all under certain terms and conditions.

THE COUNCIL OF THE CITY OF PHILADELPHIA HEREBY ORDAINS:

SECTION 1. Section 9-4103 of The Philadelphia Code, relating to Promoting Healthy Families and Workplaces, is amended to read as follows:
§9-4103. Definitions.

* * *

(3) "Employee" means any individual employed by an employer who performs work within the geographic boundaries of the City of Philadelphia for at least 40 hours in a year; but excluding independent contractors, seasonal workers, adjunct professors, employees hired for a term of less than six months, interns, pool employees, *and* State and Federal employees [, and employees covered by a bona fide collective bargaining agreement]. *Nothing in this Section shall be construed as diminishing the obligation of an employer to comply with any contract, collective bargaining agreement, employment benefit plan or other agreement providing more generous paid and or unpaid leave to a covered individual than required herein.*

* * *

SECTION 2. This Ordinance shall take effect immediately

Explanation:
[Brackets] indicate matter deleted.
Italics indicate new matter added.

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