



Philadelphia's Fair Work-Week Bill

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On Thursday, December 6th, Philadelphia City Council passed a "fair work-week" bill that will require certain employers, meeting specific criteria, to increase pay rates to their employees working certain approved weekly schedules.

Who does this new Work-Week Bill apply to?

Not all businesses are affected. Compliance to this bill is a requirement only for businesses that employ more than 250 people and have at least 30 different locations.

Organizations that meet these thresholds must:

- Provide its employees with their work schedules two-weeks in advance.
- Pay employees a premium for last minute schedule changes.
- Offer part-time employees additional hours before hiring additional employees.
- Not allow employees to begin a new shift within 11 hours of completing a prior shift.

When does this go into effect?

There is no exemption for businesses that already have unionized employees. **Also, compliance to the bill is not required until January 2020, which gives employers time to prepare for these changes.**

The bill was passed in an effort by Philadelphia City Council to reduce poverty within city's limits.

Minimum Wage for City Workers, City Contractors and Sub-Contractors

Philadelphia City Council on Thursday December 6th also passed a bill increasing the minimum wage for city workers, employees of city contractors and sub-contractors. The minimum hourly wage for city workers and contract workers is currently \$12.20.

The legislation increases this minimum incrementally over five years with the first increase occurring in July 2019. The new minimum will be \$13.25 per hour after this first increase. The next increase changes the minimum to \$13.75, the third increase changes the minimum to \$14.25, and the final incremental increase scheduled to occur in 2023, increases the minimum to \$15.00 per hour.

Its important to stay ahead of these upcoming changes. Be in the know and be proactive. Contact McCloskey Partners today to talk about how these changes may affect your business. We can be reached at 215-716-3035 x 0 or Services@McCloskeyPartners.com