

City of Philadelphia



(Bill No. 080021)

AN ORDINANCE

Amending Chapter 17-1300 of The Philadelphia Code, entitled "Philadelphia 21st Century Minimum Wage Standard," by amending the minimum wage standard that regulates the wages employers subject to that Chapter must pay to employees covered by that Chapter, and by requiring such employers to provide certain benefits to such employees, all under certain terms and conditions.

THE COUNCIL OF THE CITY OF PHILADELPHIA HEREBY ORDAINS:

SECTION 1. Chapter 17-1300 of The Philadelphia Code is hereby amended to read as follows:

CHAPTER 17-1300. PHILADELPHIA 21ST CENTURY MINIMUM WAGE AND BENEFITS STANDARD.

* * *

§17-1305. Compensation Required to be Paid to Employees.

Except as otherwise provided in this Chapter, an Employer subject to this Chapter shall provide its covered Employees the following minimum compensation:

(1) **Minimum Wage Standard.** The Employer shall pay each Employee an hourly wage, excluding benefits, at least 150% of the federal [or state] minimum wage[, whichever is higher].

(2) *Minimum Benefits Standard.* *To the extent the employer provides health benefits to any of its employees, the Employer shall provide each full-time, non-temporary, non-seasonal covered Employee health benefits at least as valuable as the least valuable health benefits that are provided to any other full-time employees of the Employer.*

[(2)] (3) Additional compensation permissible. Nothing in this Chapter shall be construed to limit an employer's discretion to provide greater wages or benefits to its employees.

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SECTION 2. This Ordinance shall take effect July 1, 2009.

Explanation:

[Brackets] indicate matter deleted.

Italics indicate new matter added.

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CERTIFICATION: This is a true and correct copy of the original Bill, Passed by the City Council on April 17, 2008. The Bill was Signed by the Mayor on April 28, 2008.



Patricia Rafferty
Chief Clerk of the City Council