



Compliance Support

by Exude, Inc.

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Philadelphia Enacts COVID-19 Whistleblower Legislation

On June 26, 2020, Philadelphia Mayor Jim Kenney signed into law a COVID-19 whistleblower bill referred to as The Essential Workers Protection Act, also known as the Employee Protections in Connection with COVID-19 Emergency Health Order. It prohibits employers from firing or retaliating against employees for the following employee actions.

- (1) Making a protected disclosure of perceived employer violation of local or state COVID-19 public health orders
- (2) Refusing to work in conditions the employee reasonably believes are in violation of local or state COVID-19 public health orders

Under the ordinance, an employee cannot refuse to work if the employer provides a reasonable alternative work assignment under safe conditions or if the city or state Departments of Health determine upon inspection that public health orders on safe work conditions have not been violated.

Text of the ordinance can be found below.

<https://phila.legistar.com/LegislationDetail.aspx?ID=4542966&GUID=A34ED820-A150-46C3-AC33-24A901A3315B&Options=ID|Text|&Search=200328>

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