

Employment Update: Employers Need to Update Their Policies—City of Pittsburgh Increases Paid Sick Time Effective January 1, 2026

Pittsburgh Paid Sick Days Act

The Pittsburgh Paid Sick Days Act (PSDA) was implemented on March 15, 2020. The PSDA applies to employees working within the geographical boundaries of the City of Pittsburgh, even if the business has an office located outside of the City.

Amendment Increases Paid Sick Time Effective January 1, 2026

Effective January 1, 2026, the Amendment to the PSDA requires that employees working in the City of Pittsburgh accrue paid sick time at a rate of one hour for every 30 hours worked. This changes the prior law which required an accrual rate of one hour for every 35 hours worked.



The Amendment also increases the maximum amount of sick time that an employee can accrue each year. For businesses with fewer than 15 employees, the paid sick time increases from a maximum of 24 hours per year to 48 hours of paid sick time per year. Employers with 15 or more employees must now provide up to 72 hours per year, which is an increase from the prior requirement of 40 hours.

Next Steps for Employers

For employers with city workers, sick leave and paid time off policies will need to be revised to comply with the Amendment's effective date of January 1, 2026. Employers should also be aware the PSDA Amendment now accrues sick pay at a different rate than the Allegheny County Paid Sick Leave Act. Previously, both laws accrued sick time at the same rate.

Keep in mind that employees working in the City, including part-time employees, must accrue paid sick time. Under the PSDA, employees are permitted to use the paid time off for purposes set forth in the PSDA as follows:

- for an employee's health condition;
- care for a family member's health conditions;
- closure of employee's workplace due to public health emergency;
- employee's need to care for a child whose school or daycare is closed due to a public health emergency; and
- if a family member was exposed to a communicable disease.

Employers are not permitted to retaliate or discriminate against an employee who exercises his/her right to use sick time under the PSDA. Employees cannot be disciplined or assigned points under attendance policies for use of sick time.

Questions

If you have questions you would like to discuss with respect to the Pittsburgh Paid Sick Days Act (PSDA) or any other employment issue, please contact one of the employment attorneys listed below.

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