

# CITY OF PITTSBURGH

# PAID SICK DAYS ACT

New changes to the City of Pittsburgh Paid Sick Days Act will go into effect in 2026<sup>1</sup>. The act, originally effective in 2015, mandates that employers provide paid time off to their employees for a personal illness or to care for a family member who is ill. Changes passed by the City Council in 2025 provide a faster accrual rate and require that employers provide more available paid sick days to employees working within the City of Pittsburgh.

*DISCLAIMER: This is a general guide. Contact an attorney if you have questions or specific issues.*



## HOW DO EMPLOYEES ACCRUE HOURS?

Previously, this act mandated that employers provide one (1) hour of paid sick time for every 35 hours worked. These changes will increase the accrual rate to mandate employers to provide **one (1) hour of paid sick time for every 30 hours worked.**

This covers employees only, and does NOT include independent contractors, state & federal employees, or seasonal employees.

## CHANGES GO INTO EFFECT ON...



(Make sure you're compliant with the Act's existing requirements until then.)

## "PAID SICK TIME" DEFINED:

"[t]ime that is compensated at the same base rate of pay, and with the same benefits, including health care benefits, as an employee would have earned at the time of their use of the paid sick time."

## ARE THERE LIMITS ON ACCRUALS?

**<15** **Employers with fewer than 15 employees** may accrue up to 48 hours per calendar year, but the employer may choose to allow more.

**Employers with more than 15 employees** may accrue up to 72 hours per calendar year, but the employer may choose to allow more.

**15+**

There is also a carry-over provision for unused hours to roll over at the end of the year. Employees that are given their total sick days at the beginning of each year, rather than accruing them, are not eligible for carry-over.



## OTHER ORDINANCES:

If you operate within the City of Pittsburgh, you are also within Allegheny County, which has its own sick days act<sup>2</sup>. Pittsburgh businesses must follow the more strict ordinance, which is the City of Pittsburgh's.

## SOURCES:

1. [City of Pittsburgh Sick Days Act](#)
2. [Trellis Resource on Allegheny County's Sick Days Act](#)