

# PAID SICK LEAVE

Allegheny County's Paid Sick Leave Ordinance<sup>1</sup> (Ordinance No. 15-21) is now in effect. It requires certain employers to provide paid time off to their employees when they are sick or need to take care of family members who are sick. The following is a general overview of the Ordinance and who it applies to. For more information, check out the county's website<sup>2</sup> or its frequently asked questions page.<sup>3</sup>

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

## WHO IS REQUIRED TO COMPLY

Any employer with more than 26 employees in Allegheny County

## THIS DOES NOT INCLUDE

Independent contractors, state and federal employees, and seasonal employees.



## WHAT IS REQUIRED

Qualifying employers must provide 1 hour of Paid Sick Time for every 35 hours worked **within Allegheny County**.

Employers don't have to provide more than 40 hours a year unless they choose to. There is also a carry-over provision for unused hours to roll over at the end of the year.



## "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."

## EFFECTIVE DATES

The Ordinance went into effect on Dec. 15, 2021.

Employers must post a notice<sup>4</sup> for employees, and must allow employees to begin using their accrued sick time 90 days after they begin work at the latest or 90 days from December 15, 2021 for existing employees.

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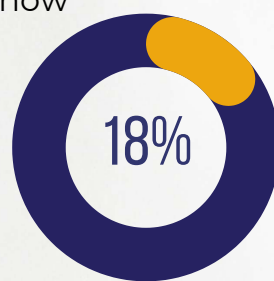
Enforcement will begin on Dec. 15, 2022.

## RECORD KEEPING REQUIREMENTS

There is no specific record keeping method required by the Ordinance. However, Employer's failure to properly maintain the last two years of records can have adverse consequences.

## ESTIMATED AFFECTED BUSINESSES

US Census Data show nearly 18% of the county's 34,000 businesses have at least 20 employees.<sup>5</sup>



## PAID TIME OFF ALREADY IN PLACE?

If you already have a paid time off policy in place, such as vacation or another paid policy, this may be enough so long as it provides as much paid time or more than the new ordinance.

## OTHER PAID SICK ORDINANCES

If you operate in an area with a stricter ordinance (like Pittsburgh),<sup>6</sup> employers shall follow the stricter of the ordinances to ensure compliance with both.

## RESOURCES

- <https://alleghenycounty.legistar.com/LegislationDetail.aspx?ID=5119954&GUID=32B6EAA9-823B-4136-838D-A05AD8A31295&Options=ID%7CText%7C&Search=&FullText=1>
- <https://www.alleghenycounty.us/administrative/paid-sick-leave.aspx>
- <https://www.alleghenycounty.us/administrative/paid-sick-leave-faqs.aspx>
- [https://www.alleghenycounty.us/uploadedFiles/Allegheny\\_Home/Dept\\_-\\_Content/Administrative/Docs/Paid%20Sick%20Leave%20Ordinance%20-%20notice.pdf](https://www.alleghenycounty.us/uploadedFiles/Allegheny_Home/Dept_-_Content/Administrative/Docs/Paid%20Sick%20Leave%20Ordinance%20-%20notice.pdf)
- <https://www.wesa.fm/politics-government/2021-09-14/allegheny-county-workers-get-paid-sick-leave-in-unanimous-council-vote-ending-more-than-a-year-of-debate>
- <https://pittsburghpa.gov/mayor/paidsickleave>

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