



Pittsburgh Updates its Paid Sick Days Act Effective January 1, 2026

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On December 9, 2025, the City of Pittsburgh released updated guidelines regarding the administration of the Pittsburgh Paid Sick Days Act (PSDA). The PSDA applies to most employers with at least one employee working within the City of Pittsburgh.

Effective January 1, 2026, the PSDA introduced several significant changes for employers.

■ Background

The PSDA became effective March 15, 2020. Before January 1, 2026, employees earned 1 hour of paid sick leave for every 35 hours worked in Pittsburgh. Employers with 15 or more employees were required to provide 40 hours per year. While employers with fewer than 15 employees were required to provide 24 hours per year, employers could use existing PTO or collective bargaining agreements (CBA) provisions if they met PSDA standards and allowed leave for the same purposes. The PSDA was amended in June 2025, with changes becoming effective January 1, 2026.

■ Updated Requirements Effective January 1, 2026

Revised guidelines were recently released which provide a few new obligations, as well as additional clarifications in connection with the June 2025 amendment. Employees will now accrue paid sick leave at a faster rate, and annual paid sick leave amounts have also increased. In addition, employers are now required to notify employees of their accrued sick leave balance and policies that impose restrictions like advance written notice, requiring employees to find their own replacement, or subjecting leave to employer approval will no longer comply with the PSDA. Below are highlights from the new guidance:

- **Accrual Rate:** Employees can now earn one hour of paid sick leave for every 30 hours worked (previously 35 hours).
- **Cap on Accrual Requirements (note that employers may allow higher amounts):**
 - Employers with 15 or more employees: 72 hours per year (previously 40 hours).
 - Employers with fewer than 15 employees: 48 hours per year (previously 24 hours).



- **Mandatory Notifications:** Employers must notify employees of accrued sick leave amounts, such as on pay stubs or via an accessible online system.
- **Policy Restrictions:** PTO or CBA policies requiring advance written notice, employee replacement, or employer approval do not comply with PSDA.
- **Recordkeeping:** Employers must retain records of hours worked, sick leave taken, and policies for two years.
- **Penalties:** Fines for notice and posting violations apply per instance of non-compliance.

■ Employer Action Steps

Employers should implement these changes as soon as possible and consider these action steps:

- Ensure PTO or sick leave policies meet new accrual rates and usage requirements. Remove restrictive provisions such as requiring replacements or advance written notice.
- Set up pay stub disclosures or online portals to show accrued sick leave balances. Employers will want to work with payroll administrators.
- Post updated notices and distribute revised policy documents. Notices are available here: www.pittsburghpa.gov/City-Government/Legal-Services/Office-of-Equal-Protection/Paid-Sick-Days-Act/Paid-Sick-Day-Act-Notice.
- Keep detailed records of hours worked, leave taken, and policies for at least two years.
- If operating in both Pittsburgh and Allegheny County, align policies to meet stricter Pittsburgh standards.