

Client Alert

Pittsburgh Pennsylvania Updates to Sick Leave Law

WHAT'S NEW: Updates have been made to Pittsburgh, Pennsylvania's paid sick leave law - Pittsburgh Paid Sick Days Act (PSDA). They take effect January 1, 2026:

- Employees must accrue paid sick time at a rate of at least 1 hour for every thirty (30) hours worked. (The current accrual rate is 1 hour of sick time for every 35 hours worked.)
- Employers with 15 or more employees must allow employees to accrue up to 72 hours of paid sick leave in a calendar year. (The current cap is 40 hours).
- Employers with fewer than 15 employees must allow employees to accrue up to forty-eight (48) hours of paid sick leave in a calendar year. (The current cap is 24 hours).

WHAT EMPLOYERS SHOULD DO: Employers should review their sick leave policies and update them as needed.

If you have questions or want to make changes to your existing sick leave setup, please reach out to your Payroll Specialist.