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. **Find a sample sick leave policy here.**

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