



# NOTICE: PAID SICK DAYS ACT

## PITTSBURGH CITY CODE CHAPTER 626

Pursuant to the City of Pittsburgh’s Paid Sick Days Act, Employers must provide Covered Employees with Paid Sick Leave to be used in case of a public health emergency or to care for their own or their family member’s exposure to a communicable disease, illness, injury, or health condition.

Further conditions apply. See Pittsburgh City Code, §626 et seq. and Guidelines issued by the Office of Equal Protection for a complete list of permitted uses, applicable definitions, and policy requirements.

### RIGHTS TO PAID SICK LEAVE

EMPLOYER SIZE <i>maximum over past year</i>	Fewer than 15 employees <i>worldwide</i>	15 or more employees <i>worldwide</i>
<b>ACCRUAL RATE</b>  <i>To determine whether work site is inside city limits, search the address using the City's Geographic Information Systems map at:</i>  <a href="http://www.pittsburghpa.maps.arcgis.com/apps/instant/basic/index.html?appid=ba190d8a0d80444f899db1cf93220ec4">www.pittsburghpa.maps.arcgis.com/apps/instant/basic/index.html?appid=ba190d8a0d80444f899db1cf93220ec4</a>	1 hour of Paid Sick Leave for every 30 hours worked inside Pittsburgh city limits.	1 hour of Paid Sick Leave for every 30 hours worked inside Pittsburgh city limits.
<b>ACCRUAL CAPS</b>	No more than 48 hours of Paid Sick Leave per calendar year unless Employer designates a higher limit.	No more than 72 hours of Paid Sick Leave per calendar year unless Employer designates a higher limit.
<b>EFFECTIVE DATE</b>	January 1, 2026	January 1, 2026

Retaliation against employees who exercise their rights under the Paid Sick Days Act is **illegal**. If you think your Employer has violated your right to accrue or use Paid Sick Leave, you are encouraged to file a complaint with the Office of Equal Protection.

*Note to Employers: This notice must be posted at all times in a location accessible to all staff and in all languages they regularly speak. Penalties apply.*

Revised Issue Date: 11/01/2025

For more information, translated versions of this notice, or to file a complaint, please visit:

[www.pittsburghpa.gov/City-Government/Legal-Services/Office-of-Equal-Protection/Paid-Sick-Days-Act](http://www.pittsburghpa.gov/City-Government/Legal-Services/Office-of-Equal-Protection/Paid-Sick-Days-Act)