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 *maximum over past year*	Fewer than 15 employees *worldwide*	15 or more employees *worldwide*
ACCRUAL RATE *To determine whether work site is inside city limits, search the address using the City's Geographic Information Systems map at:* *www.pittsburghpa.maps.arcgis.com/apps/instant/basic/index.html?appid=ba190d8a0d80444f899db1cf93220ec4*	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.
ACCRUAL CAPS	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.
EFFECTIVE DATE	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