



NOTICE: PAID SICK DAYS ACT

PITTSBURGH CITY CODE CHAPTER 626

Pursuant to the City of Pittsburgh’s Paid Sick Days Act (the “Act”), Employers must provide eligible employees with Paid Sick Time to care for the employee’s or a family member’s illness, injury, or health condition; or in the event of a public health emergency or a family member’s exposure to a communicable disease.

(See Pittsburgh City Code, §626.04 for complete list of allowed uses; please also see the Act and Guidelines issued for administration of the Act for applicable definitions.)

RIGHTS TO PAID SICK TIME

EMPLOYER SIZE (Past 12 months)	Less than 15 employees	15 or more employees
ACCRUAL RATE OF SICK TIME UNDER THE ACT	1 hour of Paid Sick Time for every 35 hours worked within the geographic boundaries of the City of Pittsburgh. NOTE: For the first year after the Effective Date below, only Unpaid Sick Time must accrue at this rate.	1 hour of Paid Sick Time for every 35 hours worked within the geographic boundaries of the City of Pittsburgh.
ACCRUAL CAPS UNDER THE ACT NOTE: Your Employer may have a more generous leave policy.	No more than 24 hours of Paid Sick Time in a Calendar Year unless the Employer designates a higher amount. NOTE: For the first year after the Effective Date listed below, only Unpaid Sick Time must accrue at this rate.	No more than 40 hours of Paid Sick Time in a Calendar Year unless the Employer designates a higher amount.
EFFECTIVE DATE	March 15, 2020	March 15, 2020

Retaliation against Employees who request or use accrued Sick Time is prohibited. If you feel your rights have been violated because you have been denied the right to accrue or use accrued Sick Time, you have the right to file a complaint with the Mayor’s Office of Equity.

Initial Issue Date: 12/16/2019

Revised Issue Date: 12/17/2019

For more information or to file a complaint, please visit: www.paid sickleave.pittsburghpa.gov

Translated Versions of this Notice are available at:

www.pittsburghpa.gov/office-of-equity/paid-sick-leave-notice or by calling 311