

Pennsylvania Coronavirus Guidance

In response to the Coronavirus (COVID-19) global pandemic, state governments have issued guidance to help employers comply with labor and employment laws during the outbreak. Employer resources on the actions Pennsylvania has taken during this time are provided below.

Because states are continually monitoring and responding to developments related to COVID-19, employers are strongly advised to visit the [Pennsylvania Department of Health COVID-19 webpage](#) for the latest updates and business-related resources.

Employee Leave

Philadelphia

Philadelphia has enacted a new [law](#) that requires employers to provide paid time off for COVID-19 purposes. The law applies to employers with at least **25** employees, and it took effect on March 9, 2022.

The law covers employees who:

- Work in Philadelphia;
- Normally work in Philadelphia but currently telework from any other location as a result of COVID-19; or
- Work from multiple locations or from mobile locations provided that 51% or more of their time is in Philadelphia.

There is no waiting period or accrual requirement for leave.

Leave must be allowed for specified COVID-19 reasons relating to an employee's (or their family members') exposure to, symptoms of or diagnosis with COVID-19. Leave must also be permitted to care for a child whose school or child care is unavailable due to COVID-19 precautions, and for employees' COVID-19 vaccination and recovery.

Employees who work 40 or more hours weekly must be given **40 hours** of leave. Other workers receive an amount equal to their average scheduled or actual hours for a seven-day period. Employer policies that provide an equal amount of additional paid time specifically for COVID-19, or 120 hours of paid time off that can be used for the COVID-19 reasons required by the COVID-19 leave law, will satisfy the requirement. Special rules apply for teleworking employees.

Employers must provide **notice** of the law 15 days after its enactment.

Pittsburgh

Pittsburgh has enacted a second [ordinance](#) requiring paid employee leave for COVID-19-related reasons. The city's previous COVID-19 paid leave law expired in June 2021, after the state's disaster emergency ended. The new ordinance, substantially similar to the previous one, remains in effect for one year starting on July 29, 2021, after which it may be extended by the city council.

Under the ordinance, employers with 50 or more employees are required to provide them with up to 80 hours of paid sick time for specific COVID-19 reasons (relating to the employee's or their family member's illness, exposure or vaccination) that prevent the employee from working or teleworking. The ordinance covers employees who have been employed by the employer for 90 days and:

- Work within Pittsburgh after July 29, 2021;

- Normally work within Pittsburgh but are currently teleworking from any other location as a result of COVID-19; or
- Work from multiple locations or from mobile locations, if 51% or more of the employee's time is spent within Pittsburgh.

There is no waiting period. In addition, employers must allow the maximum amount of sick time under the Pittsburgh paid sick time law to employees immediately upon hiring, if the use arises directly from COVID-19.

The leave is in addition to any other paid leave provided by employers, and it may be used before other paid leave, unless otherwise required by law. Leave required under federal or state law may be substituted to the extent the requirements coincide. Leave provided specifically for COVID-19 use may also be substituted, to the extent the employer leave meets the requirements of the ordinance.

Unemployment

- [Employer Unemployment Compensation and COVID-19 FAQs](#) from the Pennsylvania Office of Unemployment Compensation.

Business Resources

- [COVID-19 Business Resources](#) from the Pennsylvania Department of Community and Economic Development.