

Pennsylvania Wage and Tax Facts

2026

MINIMUM WAGE

Minimum Wage:	\$	7.25
Minimum Cash Wage:	\$	2.83
(Tipped Employee)		
Maximum Tip Credit:	\$	4.42
Effective: 7/24/09		

STATE INCOME TAX

Wage Withholding:	3.07%
Supplemental Wage/Bonus Rate:	3.07%

UNEMPLOYMENT INSURANCE

Maximum Taxable Earnings:	\$	10,000
Employee Deduction (on total wages):		0.07%
Employer Tax Rates:	1.419 - 10.3734%	
Standard New Employer Rate:		3.82%
Voluntary Contribution Permitted:		Yes

DISABILITY INSURANCE

Employee Deduction:	None
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LOCAL INCOME TAXES

Please contact your payroll specialist for details

RECIPROCITY RULES

Indiana, Maryland, New Jersey,
Ohio, Virginia, West Virginia

WORKERS' COMPENSATION

Please contact your insurance provider for details

STAFFING SERVICES SUBJECT TO SALES TAX

Temp/Perm

(Based on Gross Margin)

www.pacode.com/secure/data/061/chapter60/s60.5.html

AGENCY WEBSITES

Dept of Revenue: www.revenue.pa.gov

Dept of Labor & Industry: www.dli.state.pa.us

New Hire Reporting:

<http://www.cwds.pa.gov/cwdsonline/NewHire/NewHireProgramInformation/NewHireInformation.aspx>