COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND

2025 Legislative Session

Bill No. CB-102-2025

Chapter No. 69

Proposed and Presented by Council Member Blegay

Introduced by Council Members Blegay, Oriadha, Dernoga, Hawkins and Watson

Co-Sponsors Council Members Fisher and Ivey

Date of Introduction October 21, 2025

BILL

AN ACT concerning

Sick Leave - Legal Proceedings

For the purpose of providing for certain mandated paid sick leave for a County employee or employee's family member at legal proceedings; providing for certain definitions; providing for verification of certain sick leave; and generally regarding County personnel law and legal proceedings.

BY repealing and reenacting with amendments:

SUBTITLE 16. PERSONNEL.

Sections 16-102 and 16-221,

The Prince George's County Code

(2023 Edition; 2024 Supplement).

SECTION 1. BE IT ENACTED by the County Council of Prince George's County, Maryland, that Sections 16-102 and 16-221 of the Prince George's County Code be and the same are hereby repealed and reenacted with amendments:

SUBTITLE 16. PERSONNEL.

DIVISION 1. - GENERAL PROVISIONS.

Sec. 16-102. - Definitions.

(a) For purposes of this Subtitle, the following words and phrases shall have the meanings respectively ascribed to them by this Section, except where the context clearly requires otherwise:

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(29.01) **Legal proceeding** means a proceeding before a tribunal constituted by law, including a court, an administrative body or commission, or an administrative law judge or hearing officer.

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DIVISION 17. LEAVE.

Section 16-221. Sick Leave.

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(l) Sick Leave - Legal Proceedings.

(1) Sick leave shall be paid leave requested by the employee and approved by the employee's appointing authority to allow the employee or the employee's family member to prepare for, or participate in, any legal, judicial, administrative, or immigration proceeding involving the employee or employee's family member.

(2) In this Subsection, employee is defined as County probationary, permanent, limited-term grant funded, full-time and part-time, exempt and non-exempt, personal services agreement, temporary/seasonal, and temporary/provisional employees.

(3) In this Subsection, family member is defined as:

(A) Family member shall include the employee's spouse, mother- or father-in-law, child (biological, adopted, foster, stepchild, legal ward or child from whom the employee stands in loco parentis regardless of the child's age), parent (employee's legal guardian or an individual who acted as a parent or stood in loco parentis to the employee when the employee was a minor), grandparent, grandchild, sibling, brother- and sister-in-law, and cousin that require care by the employee during normal work hours.

(B) Family member includes any individual who regularly resides in the employee's home or where the relationship creates an expectation that the employee care for the person, and that individual depends on the employee for care. Family member includes any individual who regularly resides in the employee's home, except that it does not include an individual who simply resides in the same home with no expectation that the employee care for the individual.

(4) For purposes of fulfilling a request for verification for leave taken under this Subsection, an employee may submit documentation or written statement that must not disclose any personally identifiable information about a person's legal or immigration status or underlying

legal or immigration protection and the employer must accept:

(A) Documentation that the employee or the employee's family member is involved in a legal, judicial, administrative, or immigration proceeding from any of the following persons from whom the employee or employee's family member sought assistance in addressing the proceeding, an advocate for immigrants or refugees, an attorney, a member of the clergy, or other professional. The provision of documentation under this subsection does not waive or diminish the confidential or privileged nature of communications between an employee or an employee's family member and one or more of the individuals described in this Subsection, or other applicable law; or

(B) An employee's written statement that the employee or the employee's family member is involved in a legal, judicial, administrative, or immigration proceeding and that the leave taken was for one of the purposes described in this Subsection.

SECTION 2. BE IT FURTHER ENACTED that the provisions of this Act are hereby declared to be severable; and, in the event that any section, subsection, paragraph, subparagraph, sentence, clause, phrase, or word of this Act is declared invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the remaining words, phrases, clauses, sentences, subparagraphs, paragraphs, subsections, or sections of this Act, since the same would have been enacted without the incorporation in this Act of any such invalid or unconstitutional word, phrase, clause, sentence, paragraph, subparagraph, subsection, or section.

SECTION 3. BE IT FURTHER ENACTED that this Act shall take effect forty-five (45) calendar days after it becomes law.

Adopted this 18th day of November, 2025.

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND

BY: _____
Edward P. Burroughs III
Chair

ATTEST:

_____
Donna J. Brown
Clerk of the Council

APPROVED:

DATE: 12/8/2025

BY: _____
Aisha N. Braveboy
County Executive