

PRINCE GEORGE'S COUNTY COUNCIL

COMMITTEE REPORT

2025 Legislative Session

Reference No.: CB-102-2025

Draft No.: 1

Committee: COW

Date: October 21, 2025

Action: FAV

REPORT: Committee Vote: Favorably 10-0 (Council Members Burroughs, Oriadha, Blegay, Dernoga, Adam-Stafford, Watson, Olson, and Hawkins, Fisher, and Ivey)

The Prince George's County Council, sitting as the Committee of the Whole, convened on October 21, 2025, to consider CB-102-2025, an act concerning sick leave - legal proceedings, to provide for certain mandated paid sick leave for a county employee or employee's family member at legal proceedings.

This Bill provides for mandated paid sick leave for a county employee or employee's family member at certain legal, judicial, administrative, and immigration proceedings, allowing for 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.

The Bill seeks to add a definition of "legal proceeding" and provides a section-specific definition of "family member" and "employee." It includes the verification of the permissible use of sick leave and provides that the provision of documentation 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. The Bill further provides that the documentation or written statement must not disclose any personally identifiable information about a person's legal or immigration status or underlying legal or immigration protection.

The enactment of CB-102-2025 is likely to have a limited fiscal impact on the county, as it addresses a loss of productivity for employees using sick leave to participate in legal proceedings involving the employee or their family member. Providing additional support to employees and their families could have a positive indirect fiscal impact on the county. Providing leave for sensitive situations could improve employee satisfaction and retention, potentially reducing turnover and

recruitment costs.

The Administration recommends creating a separate subsection in 16-221.04 to address sick leave for legal proceedings. The Administration has concerns about expanding the family member definition, as this does not align with the usual state and county definition of family. Care should be taken to not conflate this with employee sick leave in general, as well as adding a provision to 16-221.03 for part-time employees.

After discussion, the County Council, sitting as the Committee of the Whole, voted favorably on CB-102-2025, 10-0.