

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

1 AN ACT concerning

2 Sick Leave - Legal Proceedings

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

7 BY repealing and reenacting with amendments:

8 SUBTITLE 16. PERSONNEL.

9 Sections 16-102 and 16-221,

10 The Prince George's County Code

11 (2023 Edition; 2024 Supplement).

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14 are hereby repealed and reenacted with amendments:

15 **SUBTITLE 16. PERSONNEL.**

16 **DIVISION 1. - GENERAL PROVISIONS.**

17 **Sec. 16-102. - Definitions.**

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

21 * * * * *

1 legal or immigration protection and the employer must accept:

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

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

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

21 SECTION 3. BE IT FURTHER ENACTED that this Act shall take effect forty-five (45)
 22 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: _____

BY: _____
Aisha N. Braveboy
County Executive