

# COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND

## 2025 Legislative Session

Bill No. CB-078-2025

Chapter No. \_\_\_\_\_

Proposed and Presented by Council Member Ivey

Introduced by \_\_\_\_\_

Co-Sponsors \_\_\_\_\_

Date of Introduction \_\_\_\_\_

### BILL

AN ACT concerning

Sick Leave - Immigration Proceedings

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

BY repealing and reenacting with amendments:

SUBTITLE 16. PERSONNEL.

Section 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of Prince George's County, Maryland, that Section 16-221 of the Prince George's County Code be and the same is hereby repealed and reenacted with amendments:

**SUBTITLE 16. PERSONNEL.**

**DIVISION 17. LEAVE.**

**Section 16-221. Sick Leave.**

\* \* \* \* \*

(1) Sick Leave - Immigration 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

1 prepare for, or participate in, any judicial or administrative immigration proceeding involving the  
 2 employee or employee's family member.

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

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

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

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

19 (4) For purposes of fulfilling a request for verification for leave taken under this  
 20 Subsection, an employee may submit documentation or written statement that must not disclose  
 21 any personally identifiable information about a person's immigration status or underlying  
 22 immigration protection and the employer must accept:

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

31 (B) An employee's written statement that the employee or the employee's family

1 member is involved in an immigration proceeding and that the leave taken was for one of the  
2 purposes described in this Subsection.

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

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

Adopted this \_\_\_\_\_ day of \_\_\_\_\_, 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