

6868COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND
2024 Legislative Session

Bill No. CB-004-2024

Chapter No. 11

Proposed and Presented by Council Member Oriadha

Introduced by Council Members Oriadha, Watson, Olson, Hawkins, Franklin, Fisher,
Harrison and Dernoga

Co-Sponsors _____

Date of Introduction April 30, 2024

BILL

1 AN ACT concerning

2 Parental Leave Eligibility

3 For the purpose of revising the amount of parental leave time granted to County employees.

4 BY repealing and reenacting with amendments:

5 SUBTITLE 16. PERSONNEL.

6 Section 16-225.01

7 The Prince George's County Code

8 (2023 Edition).

9 SECTION 1. BE IT ENACTED by the County Council of Prince George's County,
10 Maryland, that Section 16-225.01 of the Prince George's County Code be and the same is hereby
11 repealed and reenacted with the following amendments:

12 SUBTITLE 16. PERSONNEL.

13 DIVISION 17. LEAVE.

14 **Sec. 16-225.01. Parental, family, and medical leave.**

15 (a) Parental leave. For the purposes of this section, parental leave shall apply to
16 maternity or paternity leave due to the birth or adoption of a dependent child.

17 (1) Any employee eligible to earn annual leave[, regardless of the employee's
18 length of service with the County,] shall be eligible for ten (10) days of
19 paid parental leave immediately upon the start of their employment with
20 the County.

(2) Any employee eligible to earn annual leave and who has been in a paid status for at least 1,040 hours during the previous 12 months, shall be eligible for twenty (20) days of paid parental leave.

(b) Family and Medical leave.

[(1) General. Except as noted in this Subsection, family and medical leave shall be granted to employees who are eligible to earn annual leave who have been employed by the County for at least 12 months and who have been in a paid status for at least 1,040 hours during the previous 12 months. Family and medical leave shall also be granted, for purposes of parental responsibilities associated with the birth or adoption of a dependent child, to any employee eligible to earn annual leave, regardless of the employee's length of service with the County. An employee shall be entitled to a total of 15 workweeks of family and medical leave during any 12-month period.]

(1) General. Family and medical leave shall be granted to all employees who:

(A) are eligible to earn annual leave; and

(B) have been employed by the County for at least 12 months; and

(C) have been in a paid status for at least 1,040 hours during the previous 12 months.

(2) Exception. Family and medical leave, in addition to paid parental leave granted under subsection (a) above, shall also be granted to all employees:

(A) eligible to earn annual leave,

(B) immediately upon the start of their employment; and

(C) for the sole purpose of parental responsibilities associated with the birth or adoption of a dependent child.

(3) Duration. Family and medical leave shall not exceed fifteen (15) workweeks of any combination of paid leave, parental leave, and leave without pay in accordance with Section 16-225.

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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 4th day of June, 2024.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Jolene Ivey
Chair

ATTEST:

Donna J. Brown
Clerk of the Council

APPROVED:

DATE: _____ BY: _____
Angela D. Alsobrooks
County Executive

KEY:
Underscoring indicates language added to existing law.
[Brackets] indicate language deleted from existing law.
Asterisks *** indicate intervening existing Code provisions that remain unchanged.

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