





October 20, 2025

FISCAL AND POLICY NOTE

TO: Colette R. Gresham, Esq.
Acting Council Administrator

Karen Zavakos, Esq.
Associate Council Administrator

THRU: Lavinia Baxter 
Senior Legislative Budget and Policy Analyst

FROM: David Noto 
Legislative Budget and Policy Analyst

RE: Policy Analysis and Fiscal Impact Statement
CB-102-2025 Sick Leave – Legal Proceedings

CB-102-2025 (*Proposed by:* Council Member Blegay)

Assigned to the Committee of the Whole (COW)

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.

Fiscal Summary

Direct Impact

Expenditures: Additional expenditures are likely to be necessary to provide for employees utilizing the services provided.

Revenues: None.

Indirect Impact

Likely favorable.

Legislative Summary:

CB-102-2025¹, introduced by Council member Blegay, 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. It adds a definition of "legal proceeding" and provides a section-specific definition of "family member" and "employee." It provides for 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, and 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.

Current Law/Background:

Washington state's HB 1875, which took effect at the end of July 2025, revised the Washington Paid Sick Leave law to allow employees or their family members to use paid sick leave for absences related to immigration proceedings.² The new law allows employees to use paid sick leave to prepare for, or participate in, any judicial or administrative immigration proceeding involving the employee or employee's family member. Employers must accept documentation from an advocate for immigrants or refugees, an attorney, or a member of the clergy stating the employee or the employee's family member is involved in an immigration proceeding, or a written statement from the employee that the leave was taken to prepare for or participate in an immigration proceeding involving the employee or employee's family member. However, the documentation must not disclose any personally identifiable information about an individual's immigration status or underlying immigration protection.³

Resource Personnel:

- Josh Hamlin, Legislative Attorney

¹ [Prince George's County Council - Reference No. CB-102-2025](#)

² [1875-S.SL.pdf](#)

³ Ibid

Discussion/Policy Analysis:

CB-102-2025 expands upon the provisions laid out in Washington state's HB 1875, and would repeal and reenact County Code § 16-221, which lays out the conditions for sick leave with new amendments. These amendments would allow a County employee or a County employee's family member to use sick leave to prepare for, or participate in, any legal, judicial, administrative or immigration proceeding involving either the employee or the employee's family member. The amendments include definitions of those family members covered and provides the following conditions for allowing employees to use sick leave for this purpose:

- 1) The County must accept documentation from
 - a. an immigration advocate,
 - b. an attorney,
 - c. a member of the clergy, or
 - d. other professional; or
- 2) a written statement from the employee stating that leave was taken to prepare for or participate in an immigration proceeding involving either the employee or the employee's family member.

Additionally, the documentation provided must not disclose any personally identifiable information about an individual's immigration status or underlying immigration protection.

A 2022 duration analysis of U.S. immigration court decisions from the University of Minnesota found that from 2007 through 2019, the average immigration court case could take up to 2.2 years to receive a final decision from a judge.⁴ As such, preparations and court appearances may take a significant amount of time to work through, beyond what an employee may earn in annual leave. Therefore, enabling an employee to use paid sick leave for this purpose is an efficient way to support County employees and their families.

Fiscal Impact:

- *Direct Impact*

Enactment of CB-102-2025 is likely to have a limited direct fiscal impact on the County, related to a loss in productive time for employees utilizing sick leave to prepare for and participate in legal proceedings involving the employee or their family member. CB-102-2025 extends sick leave coverage for legal proceedings not just to permanent staff, but also to temporary and seasonal staff, and limited-term grant-funded positions, among others. This means a wider pool of employees can use the benefit, which could increase total number of leave hours taken. As employees utilizing this expanded sick leave still receive pay, departments may need to use overtime or temporary staff to fill in for those on leave, particularly if those making use of this benefit are in critical roles, which would raise costs. Additionally, the Office of Human Resources Management may need to make updates, to track this new leave category and verify documentation, adding small, but recurring costs.

⁴ [wp2022-04.pdf](#)

If only a few employees use this benefit, the cost would probably be absorbed by existing personnel budgets. However, if the number of employees that use this benefit is significant, particularly in larger departments that provide critical services, like the Police or Fire Departments, then the costs could become correspondingly significant, potentially hundreds of thousands of dollars, depending on leave frequency and the needs of the department.

- *Indirect Impact*

Enactment of CB-102-2024 may have a positive indirect fiscal impact on the County by providing additional support to employees and their families. Providing leave for sensitive situations like immigration proceedings could improve employee satisfaction and retention, potentially lowering turnover, and thus lowering recruitment costs. Additionally, this benefit may help to attract prospective employees to the County government.

- *Appropriated in the Current Fiscal Year Budget*

No.

Effective Date of Proposed Legislation:

The proposed legislation shall take effect forty-five days after it becomes law.

If you require additional information, or have questions about this fiscal impact statement, please reach out to me via phone or email.