

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND
2015 Legislative Session

Resolution No. CR-52-2015

Proposed by Council Members Franklin, Davis, Harrison and Turner

Introduced by Council Members Franklin, Davis, Harrison, Turner, Taveras

Co-Sponsors _____

Date of Introduction September 15, 2015

RESOLUTION

1 A RESOLUTION concerning

2 Statewide Paid Sick and Safe Leave

3 For the purpose of endorsing a Statewide Paid Sick and Safe Leave Requirement.

4 WHEREAS, the overwhelming majority of Marylanders working in lower-paying jobs are
5 not entitled to paid sick and safe leave; and

6 WHEREAS, the lack of paid sick and safe leave forces Marylanders across the State to
7 come to work when ill or send sick children to school or day care because they have no ability to
8 earn paid sick and safe leave; and

9 WHEREAS, paid sick and safe leave allows our workforce to protect the health of their
10 families without risking their jobs; and

11 WHEREAS, providing paid sick and safe leave benefits fosters higher morale and
12 productivity, less absenteeism, reduced spread of disease in the workplace, fewer workplace
13 accidents, and lower rates of turnover; and

14 WHEREAS, giving access to paid sick and safe leave to survivors of domestic violence,
15 sexual assault, and stalking would give survivors a greater ability to seek shelter, medical
16 assistance, and legal representation without the threat of unemployment and poverty; and

17 WHEREAS, statewide standards for earned sick and safe leave in the State of Maryland are
18 necessary to promote the health and welfare of all Marylanders, safeguard employers and
19 employees against unfair competition between jurisdictions, and increase the stability of industry
20 in the State;

21 NOW, THEREFORE, LET IT BE RESOLVED by the County Council of Prince George's
22 County, Maryland, that we do hereby endorse the enactment of a Statewide Paid Sick and Safe

1 Leave Law in the 2016 legislative session of the Maryland General Assembly. We resolve that
2 the legislation should, at a minimum, do the following:

- 3 1. Require public and private employers to provide their employees earned sick and safe
4 leave for work performed in the County paid at the same rate and with the same benefits
5 as the employee normally earns, including tipped employees; and
- 6 2. Require earned sick and safe leave to accrue at a rate of at least one (1) hour for every
7 thirty (30) hours an employee works in the County, provided an employer is not required
8 to allow an employee to earn more than fifty-six (56) hours of earned sick and safe leave
9 in a calendar year or use more than eighty (80) hours of earned sick and safe leave in a
10 calendar year; and
- 11 3. Prohibit and prevent retaliation or discrimination against employees for exercising their
12 earned sick and safe leave benefits; and
- 13 4. Require that survivors of domestic violence, sexual assault, and stalking be able to use
14 earned sick and safe leave to seek medical care, shelter, legal assistance, and services
15 from domestic violence service providers; and
- 16 5. Create minimum standards for permitting an employee to carry the balance of any unused
17 earned sick and safe leave over to the next calendar year within limits and use sick and
18 safe leave previously earned with the same employer within limits; and
- 19 6. Prescribe provisions for implementing and enforcing statewide earned sick and safe leave
20 for employees in the State of Maryland.

21 BE IT FURTHER RESOLVED that the enactment of a statewide paid sick and safe leave
22 law shall be one of the Prince George's County Council's highest legislative priorities in the
23 Maryland General Assembly's 2016 legislative session.

Adopted this 20th day of October, 2015.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Mel Franklin
Chairman

ATTEST:

Redis C. Floyd
Clerk of the Council