

Expedited Bill No. 32-16
Concerning: Human Rights and Civil
Liberties – Earned Sick and Safe
Leave – Use of Earned Sick and Safe
Leave – Parental Leave
Revised: August 2, 2016 Draft No. 3
Introduced: August 2, 2016
Enacted: November 1, 2016
Executive: November 9, 2016
Effective: November 9, 2016
Sunset Date: None
Ch. 31, Laws of Mont. Co. 2016

COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

Lead Sponsor: Councilmember Hucker
Co-Sponsors: Vice President Berliner and Councilmembers Katz, Navarro and Elrich

AN EXPEDITED ACT to:

- (1) provide that certain employees may use earned sick and safe leave for parental purposes; and
- (2) generally regulate the eligibility for sick and safe leave benefits provided to an employee working in the County for certain employers.

By amending

Montgomery County Code
Chapter 27, Human Rights and Civil Liberties
Article XIII, Earned Sick and Safe leave
Section 27-79

Boldface	<i>Heading or defined term.</i>
<u>Underlining</u>	<i>Added to existing law by original bill.</i>
[Single boldface brackets]	<i>Deleted from existing law by original bill.</i>
<u>Double underlining</u>	<i>Added by amendment.</i>
[[Double boldface brackets]]	<i>Deleted from existing law or the bill by amendment.</i>
* * *	<i>Existing law unaffected by bill.</i>

The County Council for Montgomery County, Maryland approves the following Act:

1 **Sec. 1. Section 27-79 is amended as follows:**

2 **27-79. Use of Earned Sick and Safe Leave.**

3 (a) An employee may use earned sick and safe leave:

- 4 (1) to care for or treat the employee's mental or physical illness, injury,
5 or condition;
- 6 (2) to obtain preventive medical care for the employee or the
7 employee's family member;
- 8 (3) to care for a family member with a mental or physical illness,
9 injury, or condition;
- 10 (4) if the employer's place of business has closed by order of a public
11 official due to a public health emergency;
- 12 (5) if the school or child care center for the employee's family member
13 is closed by order of a public official due to a public health
14 emergency;
- 15 (6) to care for a family member if a health official or health care
16 provider has determined that the family member's presence in the
17 community would jeopardize the health of others because of the
18 family member's exposure to a communicable disease; [or]
- 19 (7) for the birth of a child, or for the placement of a child with the
20 employee for adoption or foster care;
- 21 (8) to care for a newborn, newly adopted, or newly placed child within
22 one year of birth, adoption, or placement; or
- 23 (9) if the absence from work is due to domestic violence, sexual
24 assault, or stalking committed against the employee or the
25 employee's family member and the leave is used:
- 26 (A) by the employee to obtain for the employee or the
27 employee's family;

- 28 (i) medical attention needed to recover from a physical
- 29 or psychological injury due to domestic violence,
- 30 sexual assault, or stalking;
- 31 (ii) services from a victim services organization related
- 32 to the domestic violence, sexual assault, or stalking;
- 33 or
- 34 (iii) legal services, including preparing for or
- 35 participating in a civil or criminal proceeding related
- 36 to the domestic violence, sexual assault, or stalking;
- 37 or
- 38 (B) during the time that the employee has temporarily relocated
- 39 due to the domestic violence, sexual assault, or stalking.

Sec. 2. Expedited Effective date.

41 [[This Act takes effect on October 1, 2016.]] The Council declares that this
42 legislation is necessary for the immediate protection of the public interest. This Act
43 takes effect on the date on which it becomes law.

44 *Approved:*

45 *Nancy Floreen*
Nancy Floreen, President, County Council

November 3, 2016
Date

46 *Approved:*

47 *Isiah Leggett*
Isiah Leggett, County Executive

November 9, 2016
Date

48 *This is a correct copy of Council action.*

49 *Linda M. Lauer*
Linda M. Lauer, Clerk of the Council

November 14, 2016
Date