



Paid Parental Leave Added To Montgomery County's Sick and Safe Leave law **EEO Compliance & Diversity Management Division**

Tuesday, November 1, 2016

Montgomery Council approves expansion of County's Sick and Safe Leave law to include paid benefits for parents Councilmember Tom Hucker was lead sponsor of Bill 32-16 that will allow paid leave for parents dealing with births, adoptions, foster care placements and bonding with children.

ROCKVILLE, Md., November 1, 2016—The Montgomery County Council today unanimously approved Bill 32-16 that will extend the provisions of the County's paid leave law for certain parental purposes. Councilmember Tom Hucker was the lead sponsor of Bill 32-16. Councilmembers Roger Berliner, Marc Elrich, Sidney Katz and Nancy Navarro were cosponsors.

Bill 32-16 will add two related purposes for which use of paid leave accrued under the Earned Sick and Safe Leave law will be permitted. The bill will permit the use of paid leave for the birth of a child or for the placement of a child with the employee for adoption or foster care. It also will allow use of the leave to care for a newborn, newly adopted or newly placed child within one year of birth, adoption or placement.

"The County's law providing paid leave is a critical protection for workers," said Councilmember Hucker. "Bill 32-16 is an important expansion of this law to allow parents the flexibility to use their leave to spend time with their children."

The Council in July 2015 enacted Bill 60-14 that requires an employer doing business in the County to provide a minimum amount of paid leave for an employee who works in the County. Bill 60-14 was enacted with a delayed effective date of Oct. 1, 2016 to give employers time to adapt their payroll systems to the new law. Over the past year, the County Office of Human Rights has been meeting with businesses to explain the new law and answer questions.

Bill 32-16 will go into effect immediately as expedited legislation. Release ID: 16-342
Media Contact: Neil Greenberger 240-777-7939

Bill signed into law by County Executive Isiah Leggett November 9, 2016 becoming effective immediately.