



OFFICE OF HUMAN RESOURCES

MEMORANDUM

Wednesday, November 30, 2016

TO: Executive Branch Department and Office Directors  
Isiah Leggett  
*County Executive*

Shawn Y. Stokes  
*Director*

FROM: Shawn Y. Stokes, Director, Office of Human Resources

SUBJECT: Additional Uses for Earned Sick and Safe

This is the second action regarding Montgomery County's Earned Sick and Safe law approved by County Council. In my correspondence dated October 5, 2016, I announced the following:

“On June 23, 2015, the County Council enacted Bill 60-14, *Earned Sick and Safe Leave*, which was signed by the County Executive on July 2, 2015, and became effective October 1, 2016. The law requires certain employers (anyone who employs one or more persons in the County, including the County government) to provide earned sick and safe leave to employees working in the County. Earned sick and safe leave is paid leave away from work that is provided by the County to eligible temporary and seasonal employees for certain purposes. As a result, most temporary and seasonal County employees will begin to earn one hour of sick and safe leave for every 30 hours worked, up to a maximum of 56 hours in a calendar year. Regular County employees will not receive any additional leave nor will MLS employees receive any additional Paid Time Off (PTO). However, regular County employees will be able to use accrued sick leave for an additional purpose, safe leave (when absence from work is due to domestic violence, sexual assault, or stalking suffered by an employee or member of the employee's family).”

**Additional Uses for Earned Sick and Safe Leave**

On November 1, 2016, the Montgomery County Council enacted the second action in Bill 32-16, *Earned Sick and Safe Leave – Use of Earned Sick and Safe Leave – Parental Leave*. This bill was signed by the County Executive on November 11, 2016, and became effective on October 1, 2016. The law provides that certain employees may use earned sick and safe leave for parental purposes; and generally regulates the eligibility for sick and safe leave benefits provided to an employee working in the County for certain employers. This amendment provides for an additional two uses for sick and safe as follows: (1) for the birth of a child, or the placement of a child with the employee for adoption or foster care; and (2) to care for a newborn, newly adopted, or newly placed child within one year of birth, adoption, or placement.

Please direct any questions about the sick and safe leave program to the Office of Human Resources email address [OHR.Compensation2@montgomerycountymd.gov](mailto:OHR.Compensation2@montgomerycountymd.gov). You may also contact Mctime for assistance at [mctime@montgomerycountymd.gov](mailto:mctime@montgomerycountymd.gov).

cc: HR Liaisons  
Payroll  
Mctime