

Montgomery County's Earned Paid Sick and Safe Leave Law

The Montgomery County Council unanimously passed legislation ensuring that all private sector employees in the county can earn paid sick and safe leave. The law will go into effect on October 1, 2016.



What Does the Law Mean for Employees and Employers?



Workers at Montgomery County businesses with 5+ employees will earn one hour of paid sick leave for every 30 hours worked, up to 56 hours (7 days) annually.



Workers in smaller businesses with less than 5 employees will also earn 7 days (4 paid + 3 unpaid).



The bill applies to part-time workers who regularly work at least 8 hours per week.



Workers can use their paid sick time to care for themselves or a member of their family.

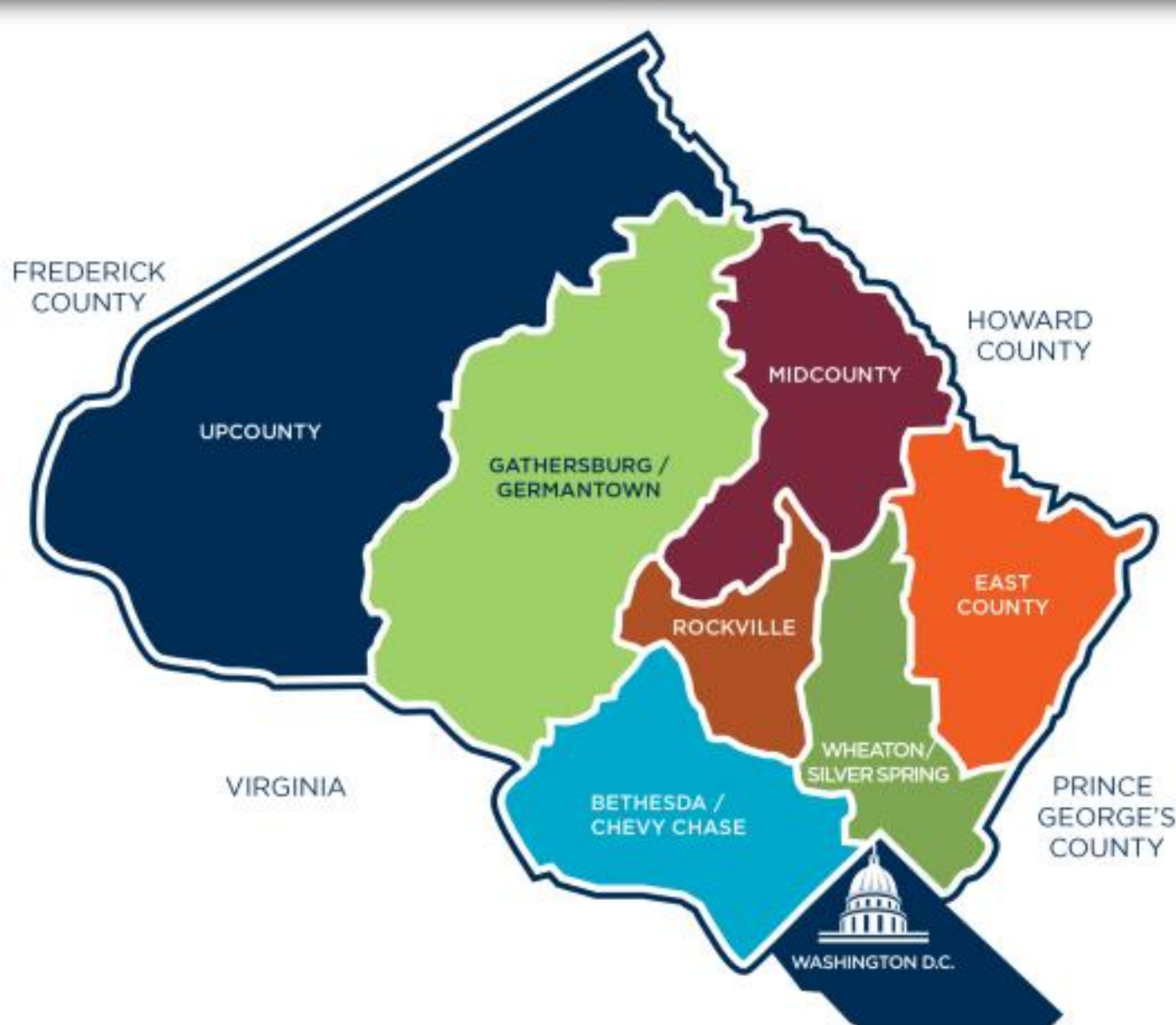


The safe time provision ensures that victims of domestic violence or sexual assault can use paid leave to obtain medical attention and victims services.



Employees who are laid off will have their previously accumulated time reinstated if they are rehired within 9 months.

Montgomery County Businesses and Workforce



26,739

Number of businesses in Montgomery County, U.S. Census Bureau, 2013

100,000

Number of workers who will benefit from the new law, Working Matters Coalition, June 2015

462,700

Number of workers in Montgomery County, Bureau of Labor Statistics, December 2014

Montgomery County Council is leading the way toward ensuring economic stability for low-wage workers and their families. There are still more than 620,000 employees in Maryland who still have to go to work sick or not take care of a sick loved one at the risk of not getting paid, or worse, losing their jobs.



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