



REVISED

ADDITIONAL MEETING
MATERIALS
KING COUNTY
COUNCIL

Proposed Ordinance 2025-0085 Amendment Tracker

July 8, 2025 King County Council Meeting

#	1 st Page & Line #	Sponsor	Amendment Description
1A	Pg. 66, Line 1473	Barón	<p>Would include the recently adopted state law that allows an employee to use paid sick leave to prepare for, or participate in, any judicial or administrative immigration proceeding involving the employee or employee's family member. The amendment would also include the specifics on verification for using paid sick leave for this purpose.</p> <p>COMPETES WITH AMENDMENT 1B.</p> <p>IF AMENDMENT 2 PASSES, AMENDMENT 1A WOULD NOT NEED TO BE TAKEN UP.</p>
1B	Pg. 66, Line 1473	Barón	<p>Would include the recently adopted state law that allows an employee to use paid sick leave to prepare for, or participate in, any judicial or administrative immigration proceeding involving the employee or employee's family member. The amendment would also include the specifics on verification for using paid sick leave for this purpose.</p> <p>COMPETES WITH AMENDMENT 1A.</p>
2	Pg. 69, Line 1522	Mosqueda	<p>Would remove the proposed language that specified the potential verification of paid sick leave use exceeding three days only applied to hourly employees and that salaried employees may be asked to provide verification prior to three days if desired by the employee's supervisor or department. The amendment would leave the original code language unchanged.</p>

7/1/25

Paid sick leave for
immigration proceedings

[G. Paul]

Sponsor: Barón

Proposed No.: 2025-0085

1 **AMENDMENT TO PROPOSED ORDINANCE 2025-0085, VERSION 1**

2 On page 66, line 1473, after "3." insert "To allow the employee to prepare for, or
3 participate in, any judicial or administrative immigration proceeding involving the
4 employee or employee's family member;

5 4."

6 On page 67, at the beginning of line 1475, strike "~~((5-))~~ 4." And insert "5."

7 On page 67, at the beginning of line 1478, strike "~~((6-))~~ 5." And insert "6."

8 On page 67, at the beginning of line 1481, strike "~~((7-))~~ 6." And insert "7."

9 On page 69, beginning on line 1522, strike lines 1522 through 1527 and insert:

10 "~~((M-))~~ J.1. Verification that an hourly employee's use of sick leave is for an
11 authorized purpose may be required for absences exceeding three days. Verification may
12 not result in an unreasonable burden or expense on the hourly employee and may not
13 exceed privacy or verification requirements otherwise established by law. A salaried
14 employee may be asked to provide verification of the need for paid sick leave at the
15 discretion of the employee's supervisor or department.

16 2. For purposes of fulfilling a request for verification for leave taken related to
17 an immigration proceeding, an employee may submit, and management of the employee's
18 department must accept:

19 a. documentation that the employee or the employee's family member is
20 involved in a qualifying immigration proceeding from any of the following persons from
21 whom the employee or employee's family member sought assistance in addressing the
22 proceeding: An advocate for immigrants or refugees, an attorney, a member of the clergy,
23 or other professional. The provision of documentation under this subsection does not
24 waive or diminish the confidential or privileged nature of communications between an
25 employee or an employee's family member and one or more of the individuals described
26 in this subsection under RCW 5.60.060 or other applicable law; or

27 b. an employee's written statement that the employee or the employee's family
28 member is involved in a qualifying immigration proceeding and that the leave was taken
29 to prepare for, or participate in, that proceeding.

30 3. The documentation or written statement must not disclose any personally
31 identifiable information about a person's immigration status or underlying immigration
32 protection."

33
34 **EFFECT prepared by G. Paul: Would include the recently adopted state law that**
35 **allows an employee to use paid sick leave to prepare for, or participate in, any judicial**
36 **or administrative immigration proceeding involving the employee or employee's family**
37 **member. The amendment would also include the specifics on verification for using**
38 **paid sick leave for this purpose.**

7/1/25

Paid sick leave for
immigration proceedings

[G. Paul]

Sponsor: Barón

Proposed No.: 2025-0085

AMENDMENT TO PROPOSED ORDINANCE 2025-0085, VERSION 1

On page 66, line 1473, after "3." insert "To allow the employee to prepare for, or participate in, any judicial or administrative immigration proceeding involving the employee or employee's family member;

4."

On page 67, at the beginning of line 1475, strike "~~((5-)) 4.~~" And insert "5."

On page 67, at the beginning of line 1478, strike "~~((6-)) 5.~~" And insert "6."

On page 67, at the beginning of line 1481, strike "~~((7-)) 6.~~" And insert "7."

On page 69, beginning on line 1522, strike lines 1522 through 1527 and insert:

~~((M-))~~ J.1. Verification that an employee's use of sick leave is for an authorized purpose may be required for absences exceeding three days. Verification may not result in an unreasonable burden or expense on the employee and may not exceed privacy or verification requirements otherwise established by law.

2. For purposes of fulfilling a request for verification for leave taken related to an immigration proceeding, an employee may submit, and management of the employee's department must accept:

a. documentation that the employee or the employee's family member is involved in a qualifying immigration proceeding from any of the following persons from

19 whom the employee or employee's family member sought assistance in addressing the
20 proceeding: An advocate for immigrants or refugees, an attorney, a member of the clergy,
21 or other professional. The provision of documentation under this subsection does not
22 waive or diminish the confidential or privileged nature of communications between an
23 employee or an employee's family member and one or more of the individuals described
24 in this subsection under RCW 5.60.060 or other applicable law; or

25 b. an employee's written statement that the employee or the employee's family
26 member is involved in a qualifying immigration proceeding and that the leave was taken
27 to prepare for, or participate in, that proceeding.

28 3. The documentation or written statement must not disclose any personally
29 identifiable information about a person's immigration status or underlying immigration
30 protection."

31
32 **EFFECT prepared by G. Paul: Would include the recently adopted state law that**
33 **allows an employee to use paid sick leave to prepare for, or participate in, any judicial**
34 **or administrative immigration proceeding involving the employee or employee's family**
35 **member. The amendment would also include the specifics on verification for using**
36 **paid sick leave for this purpose.**

6/16/2025

Sick Leave Verification

[G. Paul]

Sponsor: Mosqueda

Proposed No.: 2025-0085

1 **AMENDMENT TO PROPOSED ORDINANCE 2025-0085, VERSION 1**

2 On page 69, line 1522, after "Verification that an" strike "hourly"

3 On page 69, line 1524, after "or expense on the" strike "hourly"

4 On page 69, line 1525, after "established by law." strike "A salaried employee may be
5 asked to provide verification of the need for paid sick leave at the discretion of the
6 employee's supervisor or department."

7

8 **EFFECT prepared by G. Paul: Would remove the proposed language that specified**
9 ***the potential verification of paid sick leave use exceeding three days only applied to***
10 ***hourly employees and that salaried employees may be asked to provide verification***
11 ***prior to three days if desired by the employee's supervisor or department. The***
12 ***amendment would leave the original code language unchanged.***

July 8, 2025

DRAFT ID

[J. Muhm]

Sponsor: Zahilay

Proposed No.: 2025-0211

1 **AMENDMENT TO PROPOSED ORDINANCE MOTION 2025-0211 VERSION 1**

2 On page 1, beginning on line 19, after "the" strike "powers and duties authorized by

3 K.C.C. 20.22.020.E. for assigned cases " and insert

4 "same duties and powers as the hearing examiner"

5 On page 2, beginning on line 22, after "the" strike "powers and duties authorized by

6 K.C.C. 20.22.020.E. for assigned cases" and insert

7 "same duties and powers as the hearing examiner"

8 **EFFECT prepared by *J. Muhm: Makes technical corrections to ensure the hearing***

9 *examiner pro tempore may serve with the same powers and duties as the hearing*

10 *examiner.*