

**Barón** moved Amendment 1B.  
The motion carried.

**1B**

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 employee's use of sick leave is for an authorized  
11 purpose may be required for absences exceeding three days. Verification may not result  
12 in an unreasonable burden or expense on the employee and may not exceed privacy or  
13 verification requirements otherwise established by law.

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

17 a. documentation that the employee or the employee's family member is  
18 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.**