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NFIB-Maryland – 60 West St., Suite 101 – Annapolis, MD 21401 – [www.NFIB.com/Maryland](http://www.NFIB.com/Maryland)

TO: House Economic Matters Committee

FROM: NFIB – Maryland

DATE: March 19, 2025

RE: **SUPPORT SENATE BILL 785** – Labor and Employment - Unpaid Parental Leave -  
Definition of Employer

Founded in 1943, NFIB is the voice of small business, advocating on behalf of America's small and independent business owners, both in Washington, D.C., and in all 50 state capitals. With more than 250,000 members nationwide, and nearly 4,000 here in Maryland, we work to protect and promote the ability of our members to grow and operate their business.

On behalf of Maryland's small businesses, NFIB supports Senate Bill 785 – legislation that clarifies employers who are covered by the federal Family and Medical Leave Act for the current year are not required to provide the same unpaid parental leave benefit established under Maryland law due to a shift in the number of employees in a given year.

SB785 clarifies that the required leave can be taken concurrently. It prevents small businesses from being obligated to provide overlapping leave based on changes in employee numbers each year.

For these reasons, **NFIB supports SB785** and requests a favorable committee report.