

HOUSE BILL 1524

K3, P4, L6

6lr2341

By: **Delegate J. Long**

Introduced and read first time: February 13, 2026

Assigned to: Government, Labor, and Elections

A BILL ENTITLED

1 AN ACT concerning

2 **Labor and Employment – Paid Leave – Attendance at School Functions**

3 FOR the purpose of requiring certain employers to provide certain employees who are
4 parents a certain amount of paid leave each year to attend school functions at the
5 school of the employee’s child; and generally relating to paid leave for employees to
6 attend school functions.

7 BY repealing and reenacting, without amendments,

8 Article – Labor and Employment

9 Section 3–103(a)

10 Annotated Code of Maryland

11 (2025 Replacement Volume)

12 BY adding to

13 Article – Labor and Employment

14 Section 3–804

15 Annotated Code of Maryland

16 (2025 Replacement Volume)

17 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,

18 That the Laws of Maryland read as follows:

19 **Article – Labor and Employment**

20 3–103.

21 (a) Except as otherwise provided in this section, the Commissioner may conduct
22 an investigation to determine whether a provision of this title has been violated on the
23 Commissioner’s own initiative or may require a written complaint.

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 **3-804.**

2 (A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS
3 INDICATED.

4 (2) "CHILD" MEANS AN ADOPTED, BIOLOGICAL, OR FOSTER CHILD OR
5 A STEPCHILD OR LEGAL WARD.

6 (3) "EMPLOYEE" MEANS AN INDIVIDUAL WHO IS EMPLOYED BY AN
7 EMPLOYER TO WORK FULL-TIME OR PART-TIME.

8 (4) "EMPLOYER" MEANS:

9 (I) A PERSON THAT:

10 1. EMPLOYS 15 OR MORE INDIVIDUALS; AND

11 2. IS ENGAGED IN A BUSINESS, AN INDUSTRY, A
12 PROFESSION, A TRADE, OR ANY OTHER ENTERPRISE IN THE STATE; OR

13 (II) A GOVERNMENTAL UNIT.

14 (5) "PARENT" MEANS AN ADOPTIVE, BIOLOGICAL, OR FOSTER
15 PARENT, A STEPPARENT, A LEGAL GUARDIAN, OR A PERSON STANDING IN LOCO
16 PARENTIS.

17 (B) (1) SUBJECT TO PARAGRAPHS (2) AND (3) OF THIS SUBSECTION, AN
18 EMPLOYER SHALL PROVIDE EACH EMPLOYEE WHO IS A PARENT WITH AT LEAST 20
19 HOURS EACH YEAR OF LEAVE WITH PAY TO USE TO ATTEND A SCHOOL FUNCTION AT
20 THE PUBLIC OR NONPUBLIC ELEMENTARY OR SECONDARY SCHOOL AT WHICH THE
21 EMPLOYEE'S CHILD IS ENROLLED.

22 (2) (I) AN EMPLOYEE MAY USE NOT MORE THAN 2 HOURS OF LEAVE
23 UNDER THIS SECTION EACH MONTH.

24 (II) TO QUALIFY AS A VALID USE OF THE LEAVE UNDER THIS
25 SECTION, AN EMPLOYEE SHALL SUBMIT PROOF OF THE SCHOOL FUNCTION TO THE
26 EMPLOYER WITHIN 48 HOURS AFTER THE DATE ON WHICH THE SCHOOL FUNCTION
27 OCCURS.

28 (3) AN EMPLOYER SHALL PAY AN EMPLOYEE WHO TAKES LEAVE
29 UNDER THIS SECTION AT THE SAME RATE OF PAY AS THE EMPLOYEE NORMALLY
30 EARNS.

1 **(C) AN EMPLOYER MAY NOT REQUIRE AN EMPLOYEE-PARENT TO USE**
2 **COMPENSATORY, SICK, OR VACATION LEAVE WHEN TAKING LEAVE UNDER THIS**
3 **SECTION.**

4 **(D) (1) AN EMPLOYEE WHO USES LEAVE UNDER THIS SECTION SHALL**
5 **COMPLY WITH THE TERMS OF A COLLECTIVE BARGAINING AGREEMENT OR**
6 **EMPLOYMENT POLICY.**

7 **(2) IF THE TERMS OF A COLLECTIVE BARGAINING AGREEMENT WITH**
8 **AN EMPLOYER OR AN EMPLOYMENT POLICY OF AN EMPLOYER PROVIDE A LEAVE**
9 **BENEFIT THAT IS EQUAL TO OR GREATER THAN THE BENEFIT PROVIDED UNDER**
10 **THIS SECTION, THE COLLECTIVE BARGAINING AGREEMENT OR EMPLOYMENT**
11 **POLICY PREVAILS.**

12 **(E) IF THE COMMISSIONER DETERMINES THAT AN EMPLOYER HAS**
13 **VIOLATED THIS SECTION, THE COMMISSIONER SHALL ISSUE AN ORDER**
14 **COMPELLING COMPLIANCE WITH THIS SECTION.**

15 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
16 October 1, 2026.