



TO: The Honorable Dereck E. Davis, Chair  
Members, House Economic Matters Committee  
The Honorable Regina T. Boyce

FROM: Danna L. Kauffman  
Pamela Metz Kasemeyer

DATE: February 25, 2020

RE: **OPPOSE** (Written Only) – House Bill 712 – *Labor and Employment – Leave With Pay – Bereavement Leave (Family Bereavement Act)*

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On behalf of the LifeSpan Network and the Maryland Association of Adult Day Services, we **oppose** House Bill 712. This bill would allow an employee (of an employer with at least 15 employees) to use bereavement leave for the death of the employee's immediate family member or the employee's pet. Our opposition is in the inclusion of an employee's pet.

Our organizations provide necessary health care services, often to the State's most frail and vulnerable residents. When a caregiver is absent, organizations must still provide services. Often, this puts a strain on the organization and may require the organization to contract with a nurse staffing agency to fill the vacancy, an added expense and one that may not always be in the best interest of the individual(s) being served. While we understand that the death of a pet can be very difficult, we believe that it is best handled between the employer and the employee and not mandated in law. We urge an unfavorable report on House Bill 712.

**For more information call:**

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