



**SB 473- Leave with Pay- Bereavement Leave**  
**Senate Finance Committee**  
**Position: Unfavorable**  
**February 11, 2021**

**Bill Summary:** Authorizing employees of certain employers to use certain leave with pay for bereavement leave; defining the term "bereavement leave" as leave an employee is allowed to use on the death of a member of the employee's immediate family; and defining the term "child" for purposes of certain bereavement leave to include an adopted, biological, or foster child, a stepchild, or a legal ward.

**Written Comments:** Despite the MRA's official position, we are not opposed to the concept of bereavement leave – we simply believe that this legislation is unnecessary because of current law. Our members understand that individuals should be allowed time to grieve when necessary, and to that end, employers are not unfeeling to employee needs.

Maryland's Healthy Working Families Act and the Maryland Flexible Leave Act allow leave to be used for such purposes. The State already prohibits employers from asking for documentation for used sick time until after the second consecutive missed shift and the Maryland Flexible Leave Act allows leave to be used for family care. As this bill does not create a new bank of leave and rather codifies allowing employees to do what is already allowed, we believe that this legislation is unnecessary.

Thank you for your consideration and we urge an unfavorable report.