



House Bill 1340

Date: February 25, 2025
Committee: Economic Matters
Position: Favorable

Founded in 1968, the Maryland Chamber of Commerce is the leading voice for business in Maryland. We are a statewide coalition of more than 7,000 members and federated partners working to develop and promote strong public policy that ensures sustained economic growth for Maryland businesses, employees, and families.

House Bill 1340 (HB 1340) addresses an overlap in employer coverage between Maryland's Parental Leave Law and the federal Family and Medical Leave Act (FMLA) by clarifying that 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 a shift in the number of the employer's employees in a given year.

Maryland's unpaid parental leave requirements apply to businesses that employ between 15 and 49 employees, and the FMLA covers employers who employ 50 or more employees, but there are scenarios where an employer is covered by both laws during the same year due to a shifting number of employees. In those scenarios, there are relevant questions as to whether the leave requirements under state and federal law can be provided concurrently or whether the requirements must be stacked.

To reduce confusion, HB 1340 clarifies that the required leave can run concurrently, which ensures that smaller businesses are not required to provide stacked leave due to a shift in the number of employees in any given year. **For these reasons, the Maryland Chamber respectfully requests a favorable report on HB 1340.**