



Senate Finance Committee  
January 29, 2025

Senate Bill 58 – *Labor and Employment – Parental School Engagement Leave Act*  
**POSITION: OPPOSE**

On behalf of the LifeSpan Network, the Maryland Association of Adult Day Services, and the Maryland-National Capital Homecare Association, we oppose Senate Bill 58. This bill would create a new leave category allowing employees to use up to 12 hours of leave to attend school meetings and conferences. This leave is in addition to other benefits the employer provides, including *Maryland's Paid Sick and Safe Leave* and the pending *Family Medical Leave Insurance Program*.

The members of our collective organizations continue to face a critical staffing shortage made worse by the COVID-19 pandemic, which is placing tremendous strain on the post-acute delivery system. Addressing this staffing shortage is imperative to ensure that the services provided by our members can continue to be available to Maryland residents when they are needed.

Mandating expanded leave policies places a scheduling burden on healthcare operators and can lead to staff shortages. While we recognize the bill's provisions regarding "disruption to the employer" and "more than 5% of the employer's total workforce or workforce shift," those provisions do not alleviate our concerns. Often employees "call out" with very little notice, requiring, at times, for the provider to use agency staff, curtail admissions or realign staff, which can affect quality of care. Employers need the flexibility, especially amid the current shortages, to adjust staffing as necessary. Adding yet another layer of mandated leave will only make it more complicated for employers to ensure that they are able to deliver the services needed. For these reasons, we urge an unfavorable vote on Senate Bill 58.

**For more information:**

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