



Date: February 5, 2025

Finance Committee  
Senator Pamela Beidle  
3 East  
Miller Senate Office Building  
Annapolis, Maryland 21401

**Re: SB0785 - Labor and Employment - Unpaid Parental Leave - Definition of Employer - Support**

Dear Senator Beidle:

SB0785 would amend the definition of “employer” contained in Maryland’s Parental Leave Act.

Currently, this Act contains the definition of employer as one that is not covered under the federal Family Medical Leave Act in this *or the preceding* calendar year. In reality, this leaves employers who suffered a reduction in force in one year, not being defined as a covered employer in the current year, even when having fewer than 50 employees. This, in turn, leaves them covered under both the federal Family Medical Leave Act *and* Maryland’s Parental Leave Act. This situation puts such employers in a difficult and potentially costly situation in determining how to administer both laws at the same time.

This bill will correct that situation.

The Carroll County Chamber of Commerce, a business advocacy organization of nearly 700 members, supports this bill. We therefore request that you give this bill a favorable report.

Sincerely,

A handwritten signature in black ink that reads "Mike McMullin".

Mike McMullin  
President  
Carroll County Chamber of Commerce

CC: Delegate Chris Tomlinson  
Senator Justin Ready