



Senate Bill 785

Date: February 19, 2025
Committee: Senate Finance
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 recovery and growth for Maryland businesses, employees, and families.

Senate Bill 785 (SB 785) 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, SB 785 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 Senate Bill 785.