



POSITION STATEMENT

Bill: SB 0058 Labor and Employment - Parental School Engagement Leave Act

Position: Informational

Date: January 29, 2025

Contact: Debra Borden, General Counsel

Jordan Baucum Colbert, Government Affairs Liaison

Dear Chair Pamela Beidle,

The Maryland-National Capital Park and Planning Commission (“M-NCPPC”) has not taken a position on SB 0058. However, staff have gathered clarifying informational testimony on this bill.

What this Bill Does. Requires certain employers to provide certain employees with at least 12 hours of parental school-engagement leave each school year to attend meetings and conferences relating to the schooling of the employee's child. This bill also requires the State Superintendent of Schools and the Commissioner of Labor to provide notice of certain provisions of the Act and develop and make available a document that may be used to validate an employee's use of parental school engagement leave.

Employee Benefit vs. Additional Costs. The Commission strives to meet the needs of employees by offering award-winning, family-friendly work-life benefits and programs. Parents taking time to attend school meetings is crucial as it allows them to actively participate in the development of their children. As with any mandated paid time off benefit for employees, our employees will benefit from better engagement with their children’s schools, but this comes at a cost to our organization. We currently have no data on the numbers of Commission employees who require time off from work to attend school meetings or conferences. The Commission employs several thousand seasonal employees who could be eligible for the proposed parental leave. Administering this new benefit will be challenging, particularly for seasonal and part-time workers, and will certainly require additional resources in our Human Resource Department. We encourage the Committee to take these factors into consideration.