



## House Bill 1241

**Position: Favorable with Amendments**

Committee: Senate Finance

Date: March 30, 2026

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Founded in 1968, the Maryland Chamber of Commerce (“Maryland Chamber”) is a statewide coalition of more than 7,000 members working to develop and promote strong public policy that ensures sustained economic growth and opportunity for all Marylanders.

As amended, House Bill 1241 (HB 1241) expands eligible relationships under Maryland’s existing bereavement leave provisions. The Maryland Chamber appreciates the intent of the bill, but we are concerned that the provision on page 3, lines 2-4, lacks an objective standard and will raise compliance issues for both employers and employees. For these reasons, we respectfully request that the provision be removed from the bill.

Specifically, the provision establishes eligible leave for, “An individual related by blood or affinity whose close association with an employee is the equivalent of a family relationship.” **In effect, the provision would require both employers and employees to subjectively evaluate personal relationships, which raises concerns about inconsistent application, potential disputes, and increased legal exposure.**

Many employers already provide flexible bereavement policies that reflect their workforce needs and organizational culture. As such, the Maryland Chamber’s position is that these matters are better managed through individualized discussion between employers and employees rather than statutory mandates. **For these reasons, we respectfully request that the provision on page 3, lines 2-4 be removed from the bill.**