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HB1241 – Labor and Employment – Bereavement Leave – Qualified Relationships

Hearing before the Senate Finance Committee, April 1, 2026

Position: FAVORABLE

The Public Justice Center (PJC) is a not-for-profit civil rights and anti-poverty legal services organization that seeks to advance social justice, economic and racial equity, and fundamental human rights in Maryland. Our Workplace Justice Project promotes justice and equity in the workplace. We work to expand and enforce the rights of low-wage workers to receive an honest day's pay for an honest day's work in a safe, equitable workplace. **The PJC supports HB1241, which would specify the familial relationships that qualify for use of bereavement leave.**

HB1241 would ensure Maryland's workers can use bereavement leave when needed for the passing of their family members. Current law already permits workers who are provided with paid leave to use that leave following the death of an immediate family member. The existing definition of immediate family, however, omits many important family relationships like grandparents and siblings for whom workers also need time to grieve. This bill does not provide any additional days of paid leave to workers, it simply recognizes that bereavement leave should be provided for other types of familial relations. Families come in many different configurations, and workers should have the peace of mind to know that their paid leave benefits will cover all of their loved ones when the unfortunate need for bereavement leave arises.

For the reasons discussed above, the Public Justice Center **SUPPORTS HB1241** and requests a **FAVORABLE** report.