



MARYLAND LEGISLATIVE LATINO CAUCUS

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TO: Delegate Melissa Wells, Chair
Delegate Kenneth Kerr, Vice Chair
Government, Labor, and Elections Committee Members
FROM: Maryland Legislative Latino Caucus
DATE: 02/26/2026
RE: HB1241 - Labor and Employment - Bereavement Leave -

Qualified Relationships

The MLLC supports HB1241 - Labor and Employment - Bereavement Leave - Qualified Relationships

The MLLC is a bipartisan group of Senators and Delegates committed to supporting legislation that improves the lives of Latinos throughout our state. The MLLC is a crucial voice in the development of public policy that uplifts the Latino community and benefits the state of Maryland. Thank you for allowing us the opportunity to express our support of HB1241.

Currently, bereavement leave in Maryland can only be used by an employee for the death of a member of the employee's immediate family. As written, this policy is not inclusive of the lived experiences of many Latino families because almost one-third of all Latino households are multigenerational¹. Multigenerational households extend beyond the nuclear family and can include grandparents, siblings, in-laws, domestic partners, and others. Latino cultural traditions place strong importance on supporting family members during illness, death, and mourning. An expanded definition of who is considered family under bereavement leave policy allows Latino workers in Maryland the ability to mourn and support their families while maintaining job security.

Furthermore, the current limitations on bereavement leave create real economic hardships for Latino workers who are forced to choose between honoring their family obligations and protecting their livelihoods. When workers cannot use earned leave to grieve the death of a grandparent, sibling, or domestic partner, they are often left with no choice but to take unpaid time off or risk disciplinary action. This disparity falls disproportionately on Latino employees, who are overrepresented in hourly and service-sector jobs where job security is already precarious. HB1241 ensures that all Maryland workers, regardless of their cultural background or family structure, can grieve without fear of financial or professional consequences.

For these reasons, the Maryland Legislative Latino Caucus respectfully requests a favorable report on HB1241.

¹ [National Association of Hispanic Real Estate Professionals. Insights from the SHHR: Multigenerational Living Among Latinos. March 2023.](#)