



House Bill 1524

Position: Unfavorable

Committee: Government, Labor, and Elections

Date: February 26, 2026

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.

In addition to the substantial amount of leave that Maryland’s employers must already require; House Bill 1524 (HB 1524) would require employers to provide additional paid leave to employees to attend school functions.

The Maryland Chamber appreciates the sponsor’s intent, but the bill would create an additional burden on Maryland’s employers that will impede the State’s need to incentivize economic growth that leads to more economic opportunities for residents. Under current law, Maryland’s employers are already required to provide sick and safe leave, jury and witness duty leave, and voting leave in addition to leave regarding organ and bone marrow donation, volunteering, and parental bonding.

In 2022, Maryland enacted the Time to Care Act, which established the paid family and medical leave insurance (FAMLI) law that has yet to be fully implemented by the Maryland Department of Labor. At minimum, Maryland should wait to determine the full impact that the FAMLI law has on both employers and employees before enacting additional leave requirements. Maryland must take immediate and decisive action to promote economic expansion and avoid placing additional burdens on employers.

Maryland employers are already required to provide significant amounts of leave, and HB 1524 would place additional financial burdens on businesses and create operation burdens at a time when Maryland should be incentivizing economic growth. **For these reasons, the Maryland Chamber respectfully opposes HB 1524.**