



## TESTIMONY

**COMMITTEE:** House Government, Labor, and Elections

**DATE:** February 26, 2026

**POSITION:** Informational

**BILL:** HB 1524

The Maryland Municipal League (MML) would like to provide informational testimony on House Bill 1524. The bill requires employers to provide up to 20 hours of paid leave, capped at two hours per month, to employee parents to attend school related functions for their child.

Municipal governments struggle to compete with the private sector in terms of salary, however in most cases they provide a stable work environment with outstanding benefits to their employees. Generous leave programs are often part of the benefits package available to municipal employees, which include paid options such as parental leave, short-term disability, flexible paid time off, and medical leave. These discretionary leave benefits are on top of, or run in accordance with, Federal and State leave requirements such as the Family and Medical Leave Act, Maryland's Sick and Safe Leave, and the soon to be rolled out Family and Medical Leave Insurance program. Long story short, Maryland's municipalities already offer a significant amount of paid leave to their employees for a variety of circumstances.

A point of clarification regarding the bill is whether the leave is granted and used on a per child basis or is granted and used for all children in multi-children households. The bill text is a bit unclear and could be read to be accumulated and used separately for each child. This is worth clarifying should the Committee choose to move forward with the bill.

Thank you for your consideration of this information on HB 1524. MML is ready and willing to assist with any questions.

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For more information relating to this piece of testimony, please contact:

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*Municipalities in Maryland support 42,000 jobs and provide \$5.2 billion in employee compensation.*