



## House Bill 1241

**Position: Unfavorable**

Committee: Government, Labor, and Elections

Date: February 26, 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.

House Bill 1241 (HB 1241) would authorize employees to use paid leave under Maryland’s existing bereavement leave provisions not just for traditional immediate family members, but also for the death of someone with whom the employee has a *qualified relationship*, which would include a “de facto” relationship under the bill.

The Maryland Chamber appreciates the intent of the bill, but we are concerned that HB 1241 would overly expand the statutory definition of eligible relationships in a subject manner that would be exceptionally difficult to administer. HB 1241 would require employers to evaluate personal relationships without clear, objective standards, 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.