

HB 1524: Labor and Employment - Paid Leave - Attendance at School Functions:
Please vote to **OPPOSE** this bill.

Dear Government, Labor & Elections Committee:

I am writing to strongly urge you to **OPPOSE HB 1524**, *Labor and Employment - Paid Leave - Attendance at School Functions*.

While supporting parental involvement in education is important, this mandate is an unnecessary and burdensome government overreach into private business operations.

Small to mid-sized businesses already face rising costs from wages, benefits, regulations, and economic pressures. Adding another category of mandated paid leave—beyond existing sick leave, family leave, or flexible time arrangements—would increase operational expenses, potentially leading to higher prices for consumers, reduced hiring, or cuts to other benefits. Employers should have the flexibility to set their own leave policies based on their workforce needs, company culture, and financial realities, rather than having the state dictate specific uses of paid time off.

Many workplaces already offer generous PTO, unpaid leave options, or accommodations for family events through existing policies or voluntary agreements. This bill will create administrative headaches (e.g., verifying "school functions," handling proof requirements, tracking monthly limits) without addressing core issues like workforce shortages or broader family support.

Maryland should avoid piling on more employer mandates that could harm job growth and competitiveness, especially when voluntary solutions or existing federal/state leave programs (like FMLA) cover many family needs.

For these reasons, I respectfully ask you to **vote against HB 1524** and oppose further government-mandated paid leave expansions that burden private employers.

Thank you for your time and consideration of this matter.

Sincerely,

Trudy Tibbals