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HB1524 – Labor and Employment – Paid Leave – Attendance at School Functions

Hearing before the House Government, Labor, and Elections Committee, February 26, 2026

Position: FAVORABLE

The Public Justice Center (PJC) is a not-for-profit civil rights and anti-poverty legal services organization that seeks to advance social justice, economic and racial equity, and fundamental human rights in Maryland. Our Workplace Justice Project promotes justice and equity in the workplace. We work to expand and enforce the rights of low-wage workers to receive an honest day's pay for an honest day's work in a safe, equitable workplace. **The PJC supports HB1524, which would provide paid leave for workers to attend their children's school functions**

HB1524 would ensure Maryland's workers may take time off from work to attend their children's school functions. Working parents know the difficulty of juggling their children's schedules with their work schedules. HB1524 would ease this burden by providing 20 hours of paid leave for parents to use to attend school functions. This would allow working parents greater flexibility in attending parent-teacher conferences and greater opportunities to support their children in school.

HB1524 would facilitate parent participation in the Individualized Education Program (IEP) process for students with disabilities. Students with disabilities need their parents or guardians to participate in special education meetings to develop and update their IEP. Parental participation and input are critical to the special education process, but those meetings only happen during school hours, which often overlap with work hours. Leave provided under HB1524 could be used by working parents to attend these critical IEP meetings.

For the reasons discussed above, the Public Justice Center **SUPPORTS HB1524** and requests a **FAVORABLE** report.