

MARYLAND RETAILERS ALLIANCE

The Voice of Retailing in Maryland



HB1524 Labor and Employment - Paid Leave - Attendance at School Functions Government, Labor, and Elections Committee February 26, 2026

Position: Unfavorable

Background: HB1524 would establish a new bank of leave for workers in Maryland.

Comments: The Maryland Retailers Alliance (MRA) is opposed to **HB1524 Labor and Employment - Paid Leave - Attendance at School Functions**, which would establish a new bank of leave for employees working in Maryland. Employers in Maryland are already required to provide bereavement leave and sick and safe leave to employees, in addition to providing traditional paid leave and personal time and, soon, paid family and medical leave. Employees working in industries with traditionally flexible schedules, such as retail, also have the opportunity to work with management to structure their schedules to accommodate activities like family and school events.

Implementing yet another new category of leave and designing the associated record-keeping methods is burdensome, particularly for small businesses, and designing it around attendance of school functions would disproportionately provide additional leave to only employees with children. Every employee has the freedom to choose how to use and prioritize their existing leave, and everyone's balance of time outside of work is meaningful regardless of the structure of their household. For these reasons, the proposed leave is unnecessary.

MRA would respectfully urge an unfavorable vote on HB1524. Thank you for your consideration.