



## House Bill 1524

### Labor and Employment - Paid Leave - Attendance at School Functions

February 26, 2026

Position: **OPPOSE**

Madame Chair and Members of the Government, Labor, and Elections Committee:

The Restaurant Association of Maryland opposes House Bill 1524. This legislation would require that employers with 15 or more employees provide specified paid leave for employees to attend school functions.

Many employers already provide paid leave as part of vacation or other paid-time-off policies. This legislation would mandate additional paid leave. And for employers who may not currently offer paid leave to certain classes of employees, this bill would impose an additional labor cost on employers. This is of particular concern to labor-intensive industries with narrow profit margins, such as restaurant/foodservice employers.

For these reasons, we oppose this legislation and request an unfavorable report.

Sincerely,

A handwritten signature in black ink, reading "Melvin R. Thompson", with a long, sweeping horizontal line extending to the right.

Melvin R. Thompson  
Senior Vice President