



Date: February 16, 2026

Government, Labor, and Elections
Delegate Melissa Wells
145 Lowe
House Office Building
Annapolis, MD 21401

Re: **HB 1524** – Paid Leave - Attendance at School Functions– **Oppose**

Dear Delegate Wells:

HB 1524 would require 20 hours of paid leave for parents to attend school activities. This would be in addition to many other types of required leave – either paid or unpaid.

The state of Maryland is already at a competitive disadvantage economically; with business-friendliness at an all-time low. Adding yet another type of required leave seems imprudent at best.

Additional required paid leave will increase costs for businesses, potentially disrupt productivity, and create inequity concerns among employees without children. Further problem areas include:

- **Financial Strain on Businesses:** Costs associated with covering shifts and paid time off can be high, particularly for small businesses.
- **Operational Disruption:** Short-notice absences for school events can create staffing challenges and operational disruption.
- **Inequity Concerns:** Employees without children may feel unfairness or dissatisfaction, as they may not have access to similar benefits.

The Carroll County Chamber of Commerce, a business advocacy organization of nearly 700 members, opposes this bill. We therefore request that you give this bill an unfavorable report.

Sincerely,

A handwritten signature in black ink that reads "Mike McMullin".

Mike McMullin
President
Carroll County Chamber of Commerce



CC: Delegate Chris Tomlinson
Senator Justin Ready