



March 28, 2023

Maryland Senate
11 Bladen St.
Annapolis, MD. 21401

In Support of SB 828 / HB 988: Family and Medical Leave Insurance Program – Mods.

Members of the Maryland Senate’s Finance and Economic Matters Committees.

Our 1500 plus membership of families strongly support SB 828 / HB 988, which modifies the Family and Medical Leave Insurance (FAMLI) Program by specifying various aspects of its implementation, administration, and the cost-sharing split.

Passing the Time to Care Act of 2022 last legislative session was a historic victory for all Marylanders - and it was just the first step in realizing Paid Family and Medical Leave in Maryland. The critical work to create and implement an accessible, equitable, and robust FAMLI program is the next major step in fulfilling the promise of the Time to Care Act of 2022, and the General Assembly still has a key role to play in this collective effort. Passing SB 828 with the sponsor amendments will set important parameters for the FAMLI program, putting the program firmly on the path toward successful implementation.

Our families need this kind of safety net coverage in the event that one, or both parents of a family unit need to take time off from full time work in order to care for their child, children or aging parents. It happens quite often within the disability community, that a child’s medical treatment may require additional time at home or in a hospital setting. It would be helpful to these families to have this program to fall back upon, so that they do not experience a loss of one or both parental incomes. Setting the family back financially.

SB 828 - with sponsor amendments - sets the contribution rate for the program with a cost-sharing split of 50% employees, 50% employers. This is fundamentally important, as it keeps the program affordable and equitable for both employers and employees in Maryland. A 50/50 cost-sharing split is in line with most other states - including our neighboring state of Delaware - that have recently passed FAMLI programs. Maryland passed one of the strongest and most comprehensive FAMLI programs in the country, and this sponsor amendment to create a 50/50 cost-sharing split ensures our program centers the needs of both employees and employers.

Please return a favorable report on SB 828 / HB 988. Thank your consideration of our testimony.

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Parent, Lead Advocate and Director of Public Policy

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