



Hearing Testimony March 30, 2023
House Economic Matters Committee
Service Employees International Union, Local 500, CtW, CLC

Senate Bill 828 – Family Medical Leave Insurance Program - Modification

SUPPORT

Dear Chairman Wilson, Vice Chair Crosby and member of the House Economic Matters Committee. SEIU Local 500 represents over 20,000 working people in Maryland, Washington D.C., and Virginia. Our union represents the support staff at the Montgomery County Public School system, Family Child Care Providers, Faculty and Staff at several Maryland colleges and universities, staff at non-profits and many other working people across the region. **SEIU Local 500, as part of The Time to Care Coalition strongly supports SB 828, as amended and passed by the Senate, which modifies the Family and Medical Leave Insurance (FAMLI) Program by specifying various aspects of programmatic implementation, administration, timelines, 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 will set important parameters for the FAMLI program, putting the program firmly on the path toward successful implementation.

SB 828 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 employers and employees in Maryland. A 50/50 cost-sharing split is in line with most other states that have recently passed FAMLI laws. Maryland has been praised for passing one of the strongest and most comprehensive FAMLI programs in the country, and a 50/50 cost-sharing split is of the utmost importance to ensure our program centers the needs of both employees and employers, continuing to set the bar as a national model.

In 1993 President Bill Clinton signed into law, the Family & Medical Leave Act. It was a hallmark of his first term. However, most workers could not afford to take advantage of the law since they could not go without a regular paycheck. Over the last several years, many states recognized this need, and

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since the federal government will not or cannot address this issue at their level, acted. Now, Maryland joins more than 10 states and our neighbors in the District of Columbia in enacting Paid Family & Medical Leave legislation. Its been a long time coming, but as someone once said, it's never too late to do the right thing. This is the right thing.

We ask a **FAVORABLE REPORT** on Senate Bill 828 SB 828

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