

March 2, 2023  
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**TESTIMONY ON SB828 - FAVORABLE**  
**FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM - MODIFICATIONS**

**TO:** Chair Griffith, Vice Chair Klausmeier, and members of the Finance Committee

**FROM:** David M. Friedman

**My name is David Friedman and I am a resident of District 14, in Silver Spring. I am submitting this testimony in support of SB828, Family and Medical Leave Insurance Program - Modifications. I also strongly support the sponsor amendments, which make the cost-sharing split 50-50 between employers and employees, putting SB828 in the same posture as the House Bill and in line with most other states - including our neighbor Delaware - that have recently passed FAML I programs.<sup>1</sup>**

I am an active member of Oseh Shalom, a Reconstructionist Jewish congregation, located in Laurel, MD. The commandment to honor your parents helps lay the groundwork in Judaism for the principle that family comes first and my own experience has demonstrated that Jewish life is organized as much around family and the home as around the synagogue.

During my career as a Federal employee, I was fortunate to have adequate paid leave available to me when family members faced medical challenges. When my mother was diagnosed with terminal cancer 18 years ago, I was able to spend cherished time with her in Florida every month during the 9 months leading up to her death. I cannot imagine what I would have lost if I had not been able to do that without paid leave and supportive managers and strongly believe that passing the Time to Care Act of 2022 was a historic victory for all Marylanders. Yet, passage of the Act was just the first step in creating a successful FAML I program in Maryland - the General Assembly still has a key role to play in the collective effort to implement an accessible, equitable, and robust program.

I believe that Maryland passed one of the strongest and most comprehensive FAML I programs in the country and that SB828 with the sponsor amendment will set Maryland on the path to successful implementation including creating a 50/50 sharing split that will ensure our program centers the needs of both employees and employers, continuing to set the bar as a national model.

**I respectfully urge this committee to return a favorable report on SB828 with the sponsor amendments.**

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<sup>1</sup> A Better Balance, 2023. Comparative Chart of Paid Family and Leave Laws in the US.  
<https://www.abetterbalance.org/resources/paid-family-leave-laws-chart/>