



Maryland Senior Citizens Action Network

MSCAN

AARP Maryland

Alzheimer's
Association,
Maryland Chapters

Baltimore Jewish
Council

Catholic Charities

Central Maryland
Ecumenical Council

Church of the Brethren

Episcopal Diocese of
Maryland

Housing Opportunities
Commission of
Montgomery County

Jewish Community
Relations Council of
Greater Washington

Lutheran Office on
Public Policy in
Maryland

Maryland Association of
Area Agencies on Aging

Maryland Catholic
Conference

Mental Health
Association of Maryland

Mid-Atlantic LifeSpan

National Association of
Social Workers,
Maryland Chapter

Presbytery of Baltimore

The Coordinating
Center

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SB 828

Labor and Employment – Family and Medical Leave Insurance Program – Modifications

Senate Finance Committee
March 2, 2023

Support

The Maryland Senior Citizens Action Network (MSCAN) is a statewide coalition of advocacy groups, service providers, faith-based and mission-driven organizations that supports policies that meet the housing, health and quality of care needs of Maryland's low and moderate-income seniors.

MSCAN supports SB 828, which modifies the Family and Medical Leave Insurance (FAMLI) program by specifying various aspects of programmatic implementation. **MSCAN also supports the sponsor amendments that make the cost-sharing split 50-50 between employers and employees.**

Passing the Time to Care Act last legislative session was a huge victory for all Marylanders, and notably for caregivers and older workers. As our population ages and life expectancy increases, more workers will take on caregiving roles for older family members. At the same time, labor force participation rates for both men and women over 65 have climbed in recent years, especially after the Great Recession.¹ In order for older workers and caregivers to stay healthy and productive, they need to be able to take paid time away from work to manage their or their loved one's health. SB 828 – with sponsor amendments – firmly puts Maryland's FAMLI program on the path towards successful implementation, ultimately increasing the health of wellbeing of older adults and their caretakers.

Setting the contribution split between employers and employees at 50-50 equitably distributes the costs of a program that all Marylanders benefit from. As our workforce and overall population ages, FAMLI programs allow older adults - and their caregivers - access to paid leave to manage serious health conditions, which strengthens families and improves the public health of all Marylanders. Furthermore, studies show there are declines in nursing home utilization rates in states that have FAMLI programs.² When older adults are able to age in place, it creates stronger communities for all Marylanders. Just like all recent states that have passed FAMLI programs, codifying an equal cost sharing split in Maryland's FAMLI program keeps the benefit affordable and equitable for all.

MSCAN strongly believes that passing SB 828 with sponsor amendments is critical in the effort to build a strong FAMLI program in Maryland. **For these reasons, MSCAN urges a favorable report on SB 828.**

¹ US Census. 2018. American Community Survey.

² Does Paid Family Leave Reduce Nursing Home Use? The California Experience
<https://onlinelibrary.wiley.com/doi/full/10.1002/pam.22038>