



# MARYLAND MILITARY COALITION

*Serving Veterans through Legislative Advocacy*

March 2, 2023

The Honorable Melony Griffith  
Chair, Finance Committee  
3 East  
Miller Senate Office Building  
Annapolis, MD 21401

Subject: **Request for FAVORABLE Report** – SB 828 – Family and Medical Leave Insurance Program – Modifications

Dear Chair Griffith and distinguished members of the Finance Committee:

On behalf of the members of the Maryland Military Coalition (MMC) and as its Legislative Director, I write to recommend a **FAVORABLE report** by the Committee on ***SB 828, Family and Medical Leave Insurance Program – Modifications***, submitted by Senator Antonio Hayes (District 40). This bill modifies the Family and Medical Leave Insurance (FAMLI) Program by specifying various aspects of programmatic implementation, administration, and the cost-sharing split. The MMC **strongly supports the sponsor amendments**, which make the cost-sharing split 50-50 between employers and employees, putting SB 828 in the same posture as the House bill.

Passing the Time to Care Act of 2022 in the 2022 legislative session was a historic win for all Marylanders – in particular, the qualifying spouses (and others) of those serving on active military service. During a period of active service, employed spouses of the service person and other beneficiaries often face enormous personal, familial, emotional, and other stresses that can temporarily disrupt their active participation in the workforce. The passing of this act 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.

In particular, 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 neighbor state of Delaware – that have recently passed FAMLI programs.<sup>1</sup> 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 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.

Before and after deployment, military families need access to FAMLI programs to make childcare arrangements, take care of their mental health, attend military ceremonies, and re-enter back into family life.<sup>2</sup> Supporting our military families through deployments, moves, and family separation increases the health and wellness of all our communities, and the state as a whole.

The Maryland Military Coalition **strongly supports** SB 828 and asks for a **FAVORABLE report** with sponsor amendments from the Finance Committee.

The Maryland Military Coalition is a registered non-profit, non-partisan advocacy organization comprised of prominent Maryland-based veteran and military groups, representing over 150,000 service-connected individuals, including those currently serving, veterans, retirees and their families, caregivers, and survivors.

We want to thank Senator Hayes for his commitment to this program and the collective good of Paid Family and Medical Leave.

Respectfully,



David L. Dragics  
COL USA (Ret)  
Legislative Director

---

<sup>1</sup> A Better Balance. 2023. Comparative Chart of Paid Family and Medical Leave Laws in the US.

<https://www.abetterbalance.org/resources/paid-family-leave-laws-chart/>

<sup>2</sup> A Better Balance. 2021. Military Families and the Need for Paid Leave.

<https://www.abetterbalance.org/resources/military-families-the-need-for-paid-leave/>

## Member Organizations, Maryland Military Coalition

James P. Monahan  
Air Force Sergeants Association

John P. May  
American Military Society

Elwood R. Raphael Gray  
American Minority Veterans Research Project

A. A.  
Association of the United States Navy

Lynn A. Gash  
Commissioned Officers Association of the  
US Public Health Service

Wilbert B. Fisher  
Disabled American Veterans

Donald Fredberg  
Distinguished Flying Cross Association

Patrick J. Guibas  
Fleet Reserve Association

Erwin A. Buttrick  
Jewish War Veterans of the USA

Steve L. Bloodwin  
Maryland Air National Guard Retirees'  
Association

Robert J. Worton  
Military Officers Association of America

Charles Spinks  
Military Order of the Purple Heart

[Signature]  
Montford Point Marines of America

M. L. Messer  
National Association for Black Veterans

Michael P. Hays  
Naval Enlisted Reserve Association

Christian Andreasen  
NOAA Association of Commissioned Officers

John S.  
Reserve Organization of America

Catherine L. McEraw  
Society of Military Widows

M. Blackwell  
Veterans of Foreign Wars