



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 485 –

FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM - MODIFICATIONS

Senate Finance Committee

February 16, 2024

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 485, which modifies the Family and Medical Leave Insurance (FAMLI) program by specifying various aspects of programmatic implementation, including the implementation, administration and enforcement of the Time to Care Law.

Passing the Time to Care Act of 2022 was a historic first step in realizing Paid Family and Medical Leave in Maryland, ensuring that caregivers and older workers can afford to take time from work to care for themselves and for loved ones. In order for the program to be effective, attention must be paid to critical details and parameters so that the program is administered and enforced in a manner that is equitable and accessible to all participants. We are encouraged by the work of the new FAMLI division at the Department of Labor, and we believe that the modifications proposed in SB 485 will help to ensure successful implementation of this important program by addressing some of the key purposes and principles behind the Time to Care law, including: cost-effectiveness for workers, employers and the government; equitable coverage for all working people; defining family in an intentionally inclusive manner; and protecting workers against adverse consequences for taking leave to care for themselves or a family member.

Notably, SB 485 requests a delay of the implementation timeline, moving contributions to July 1, 2025 and benefits to July 1, 2026. MSCAN supports a FAMLI program that will provide benefits as soon as possible, but we also want the program to be successful in its ability to serve its intended purpose in an effective, efficient and fiscally sound manner. We understand the Department of Labor needs the additional time to build the systems necessary to accept contributions, claims, and pay out benefits, and thus MSCAN supports the new time-frame proposed in SB 485.

For the reasons noted above, MSCAN urges a favorable report on SB 485.

