

TESTIMONY IN SUPPORT WITH AMENDMENT ON HB 102
FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM – REVISIONS

Senate Finance Committee
April 4, 2025

My name is Anita Lampel and I am a resident of District 16. I support HB 102, which would make several technical revisions to the state's Family and Medical Leave Insurance (FAMLI) program, but I support HB 102 only with an amendment removing the implementation delay. I do not support the additional 18-month delay in HB 102, and respectfully request this provision be removed. Delaying implementation of the FAMLI program will harm hundreds of thousands of families, caretakers, service members, and Marylanders going through a medical crisis.

According to the latest actuarial study commissioned by the Maryland Department of Labor, it's anticipated that the FAMLI program will receive over 165,000 claims in its first year, just shy of 14,000 claims a month.¹ Consequently, an 18-month delay in implementation means that over 247,000 Marylanders, who would have had access to paid leave if the program was implemented on time, will instead have to make impossible choices between caring for themselves and their loved ones or maintaining their income and paying their bills. These trying times, when employment is at risk for so many, is NOT the time to waffle on FAMLI. FAMLI is a low-barrier and ultimately low-cost way to insure all Marylanders.

My father became too ill to work and my brother, in college, had to step in to keep the family business going. This act would have allowed my brother to continue at least part of his education by giving my parents an income. Everyone would have benefitted.

Extending the time Marylanders must wait to access paid leave hurts our state's economy, and leaves Marylanders behind. Every day the implementation of FAMLI is delayed, Maryland families needlessly fall into poverty without access to paid leave. When families have nowhere else to turn for support, Maryland will bear these costs through spending in our state's safety-net programs. As it stands, the FAMLI program has already been delayed twice, and each year the programmatic implementation gets further delayed, other states pass and implement their own FAMLI programs, leaving Marylanders behind. Three states that passed paid leave legislation after Maryland – Delaware, Minnesota, and Maine – will fully implement their programs before Maryland does, and none of these states are delaying their implementation due to "federal uncertainty." Life's joys and tragedies don't wait, and it's a broken promise to ask hardworking Marylanders to delay their ability to care for themselves and their families. Members of my community are eager to access this critical program they have waited for, and further implementation delays are untenable. I urge the committee to issue a Favorable with Amendments report on HB 102, with amendments that remove the delay provisions in the legislation.

Thank you.

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The Jacob Institute, University of Baltimore. 2024. Maryland Family and Medical Leave Insurance Program – Phase II: Analysis of