

April 4, 2025

Dr. Jeffrey S. Rubin
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TESTIMONY ON HB102 - POSITION: FAVORABLE WITH AMENDMENTS
FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM - REVISIONS

TO: Chair Beidle, Vice Chair Hayes, and members of the Finance Committee

FROM: Dr. Jeffrey S. Rubin

My name is Jeffrey S. Rubin. I am a resident of District 15. 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.**

I have two personal stories to share with you.

1.) Several years ago when my father was living by himself in Florida he became very ill. I took time off from work, spent one week with him in the hospital, and then brought him back to Maryland for additional medical attention. He required months of around the clock care to recover from his newly diagnosed cancer. I was his primary caregiver. This was an intense, stressful time. It would have been much worse had I not benefitted from paid family and medical leave. I was able to focus on what it took for my dad to get better, without worrying about job security or income.

2.) My daughter has given birth to three children. Fortunately, each time her employer provided maternity leave that allowed her to take four months off from work without sacrificing pay. I saw firsthand the profound value of this benefit, which enables parents to cope with the life-changing, new challenges of caring for newborns in their early months of life.

Such situations arise daily for Maryland residents. The need for paid family and medical leave is real. Since its passage, years of careful planning have resulted in an FAMLI program that is ready for implementation. Changes in the federal workforce due not have a bearing on the needs of our population and the soundness of the program.

My daughter and I were lucky because our employers provided for us. I believe everyone who works in Maryland should have the benefit of paid family and medical leave. **I respectfully urge this Committee to return a favorable report on HB102, with an amendment to eliminate the 18-month delay in its implementation.**