

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

**Senate Finance Committee
April 4, 2025**

I am a resident of District 46 and I **urge you to reject further delays on the implementation** of the state's Family and Medical Leave Insurance (FAMLI) program, **I support amending HB 102 to remove the implementation delay.**

Marylanders have already waited long enough for the FAMLI program to be implemented. Delay is costly to those who can least afford to bear it.

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. 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.**

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.

The FAMLI program has already been delayed twice. Meanwhile, other states have 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.**

Sally Dworak-Fisher
Baltimore City, District 46