



Baltimore Jewish Council

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Suburban Orthodox Congregation
Temple Beth Shalom
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WRITTEN TESTIMONY

House Bill 102- Family and Medical Leave Insurance Program - Revisions

Finance Committee

April 4, 2025

SUPPORT WITH AMENDMENTS

Background: If enacted, House Bill 102 would further delay the implementation of paid family and medical leave by 18 months.

Written Comments: The Baltimore Jewish Council (BJC) represents The Associated: Jewish Community Federation of Baltimore and all of its agencies and programs. We have supported the Maryland's efforts to bring paid family and medical leave to Marylanders for years. The 2022 passage of the Time to Care Act was a huge victory for our state. However, the delay proposed in HB102 creates ambiguity in the future of the program. It is hard to understand why "federal uncertainty" is the reason for this delay when the program has no federal funding and where no other states are delaying their implementations for their programs. Marylanders cannot wait another 18 months for this program to be implemented.

Older workers need paid leave to manage their own health while continuing to work. Labor force participation rates for both men and women over 65 have climbed in recent years, especially after the Great Recession.¹ At the same time, older adults are more likely to suffer from serious health conditions that require regular care.² In order for older workers to stay healthy and productive, they need to be able to take paid time away from work to manage their health.

As our population ages and life expectancy increases, more workers will take on caregiving roles for older family members. Family caregivers need paid leave to care for elderly parents and relatives that may be facing serious health conditions, such as stroke or cancer. In less than 15 years, the number of Marylanders who

¹ US Census. 2018. American Community Survey.

² National Partnership for Women & Families. (2017, June). Our Aging, Caring Nation: Why a U.S. Paid Leave Plan Must Provide More Than Time to Care for New Children. Retrieved 20 December 2018, from <http://www.nationalpartnership.org/caregivingreport>



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are 65 and older will grow by almost 30%, increasing the need for a paid family leave policy that addresses the needs of older adults in Maryland. Currently, one out of every four workers over 50 serve as a family caregiver, and access to paid family and medical leave is crucial for their financial security.³

We also cannot delay for our workers starting families, especially women. As noted by the Comptroller, women in Maryland ages 24 to 34 have not come back to the workforce at the same rate as others since the covid pandemic.⁴ In fact, Maryland has one of the slowest return to the workforce rates of women in this age bracket in the country. This is in part due to the increased cost of childcare and the lack of resources for those starting families, especially paid time off after a birth for recovery and bonding.

Therefore, we cannot delay Paid Family and Medical Leave any further and we ask for a favorable with amendment report (removing the implementation delay) on HB102.

The Baltimore Jewish Council, a coalition of central Maryland Jewish organizations and congregations, advocates at all levels of government, on a variety of social welfare, economic and religious concerns, to protect and promote the interests of the Associated Jewish Community Federation of Baltimore, its agencies and the Greater Baltimore Jewish community.

³ US Senate. Special Committee on Aging. America's Aging Workforce: Opportunities and Challenges.
<https://www.aging.senate.gov/imo/media/doc/Aging%20Workforce%20Report%20FINAL.pdf>

⁴ <https://www.marylandcomptroller.gov/content/dam/mdcomp/md/reports/comptroller/SOTE.pdf>



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