

February 16, 2021

Testimony on House Bill 375
Labor and Employment - Family and Medical Leave Insurance Program –
Establishment (Time to Care Act of 2021)
House Economic Matters Committee

Position: Favorable

Maryland Nonprofits is a statewide association of more than 1100 nonprofit organizations and institutions. We strongly urge you to support House Bill 375.

Under this legislation, employees may take up to 12 weeks of paid leave from their jobs to care for new children, other family members with serious health conditions or disabilities, or themselves.

The weekly benefit level is calculated based on the employee's weekly wage and the State's average weekly wage. In general, the amount received by low-income employees reflects a higher percentage of their total wages. Wage replacement benefits are drawn from a fund pool into which employers and employees contribute. Contributions are mandatory and are calculated based on the employee's wages.

Millions of Americans aren't able to be there to comfort a dying parent, to care for a newborn child during those fragile first weeks, to help a family member injured in an accident, or even to care for themselves during an unexpected illness. Twenty-five percent of American women, for example, take 10 or fewer days of parental leave. This puts them and their children at risk physically and emotionally.

We urge you to **support House Bill 375** and give it a favorable report.

At the same time however, we must take notice of concerns being expressed to us by nonprofit service providers. Because of inadequate state reimbursement rates or underfunded grants and contracts, they are often forced to either limit their services or over-stress existing staff to accommodate the terms of important and reasonable employee benefits such as the use of family leave as proposed by House Bill 375.

This dilemma cannot be resolved in the pending legislation, but action must be taken to provide adequate funding for these services through contract or rate-setting reforms.

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