

February 16, 2021

Dr. Jeffrey Rubin
Potomac, MD 20854

TESTIMONY IN SUPPORT OF HB375/SB211

**Labor and Employment – Family and Medical Leave Insurance Program – Establishment
(Time to Care Act of 2021)**

TO: Chair Davis, Vice Chair Dumais, and members of the Economic Matters Committee

FROM: Dr. Jeffrey Rubin

My name is Jeffrey Rubin. I live in Potomac, MD in District 15. I am writing to express my strong support for HB375/SB211, the Time to Care Act of 2021. Family responsibility, care for the sick, and concern for the needs of the wider community are all important Jewish values to me. Paid family and medical leave upholds each of these values.

Nobody should have to choose between their job and caring for their health or the health of a family member. Rabbi Hillel teaches us that we can't separate ourselves from our community; we all have a responsibility for each other's well-being and care. The General Assembly must make sure that all people can take time to attend to their own health and the needs of their family.

I have two personal stories to share with you that clearly illustrate the benefit of paid family and medical leave.

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 benefited 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. About eighteen months ago, my daughter gave birth to her first child – and my first grandchild. Fortunately, 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.

We were lucky because our employers provided this essential resource for us. I believe everyone who works in Maryland should have the benefit of paid family and medical leave. **That is why I respectfully urge a favorable report for HB375/SB211.**