



SB0211- SUPPORT

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SB0211- Labor and Employment - Family and Medical Leave Insurance Program - Establishment (Time to Care Act of 2021)-
SUPPORT

Finance Committee

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Dear Chair Dolores G. Kelley and Finance Committee Members,

Thank you and your committee for your consideration of this important issue that will mean so much to Maryland workers and their families.

I'm a Maryland business owner and I am joining a coalition of diverse businesses to support the Time to Care Act so that families can have the financial security to care for themselves and their loved ones after the birth of a child or in the case of serious illness.

Charmington's is a small cafe in Baltimore City that has served its community since 2010, providing food and communal space for neighbors, and good jobs for our employees--which has included paid sick leave from day one. Providing paid leave for our employees has been an important aspect of employee retention, which translates into better service for our customers and overall long-term health for our employees and the business as a whole.

As our business has grown, we've found that in order to provide **equitable job opportunities** in the city, we need to provide adequate support for those with family obligations or less than perfect health. This is the reality for so many Marylanders, even more so now as the COVID-19 pandemic has shown that nobody is immune to health emergencies. Still, this equity goal is not fully achievable as a small business on our own. SB0211 would provide the infrastructure needed for employers and employees alike at a minimal cost.

Marylanders face impossible choices when new children are born or adopted and when serious personal or family health needs arise. The Time to Care Act would make paid leave available to Maryland workers for up to 12 weeks following the birth or adoption of a child, and when needed to provide care for a family member or oneself. The leave would be funded through an insurance pool, into which workers and their employers contribute.

When Paid Family Leave is administered through an insurance program, small businesses benefit because the cost is shared. As many of us have experienced through offering these benefits, first-time moms who take paid leave are more likely to return to the same employer.

For these reasons, I am signing on in support of the Time to Care Coalition to urge the Maryland Legislature to pass legislation establishing a Family and Medical Leave Insurance Program.