



Labor and Employment – Family and Medical Leave Insurance program – Establishment (Time to Care Act) HB 375/SB 211

Favorable

January 25, 2021,

Dear members of the Committee,

The U.S. is the only industrialized country that does not guarantee some form of paid family leave for workers, forcing many to choose between the job they need and the family they love when critical needs arise. Time to Care would allow workers to care for a new child, an ill or disabled family member, family needs related to a service member's deployment, or their own serious health condition. This is not the same as FMLA. The Family and Medical Leave Act is a federal law that provides job-protected, unpaid leave from work to care for certain family members and one's own serious medical reasons. The most significant differences are that FMLA applies only to businesses that employ 50 or more employees, and the leave is unpaid. Paid family leave would provide partial wage replacement to leave takers. It is also not the same thing as paid sick days from work either. Paid family and medical leave is for longer-term absences from work, whereas sick leave is used for short illnesses. Maryland's Healthy Working Families Act requires that Maryland employers with 15 or more employees provide up to 40 hours of annual paid sick leave to eligible employees, and employers with 14 or fewer employees must provide up to 40 hours of unpaid annual sick/safe leave to eligible employees.

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WISE