



**Written Testimony in Support of Time to Care Act of 2022 (HB 8/SB 275)  
Submitted to the Economic Matters Committee on February 11, 2022**

My name is Caitlin Duffy and I've been a resident of Montgomery County, Maryland since 2014. I work with Amalgamated Bank, a national socially responsible bank and the largest B Corporation bank in the country. As a commercial banker, I manage relationships with nonprofit and philanthropy clients from across the US, including here in Maryland.

We are a financial institution that proudly supports workers' rights and an inclusive economy that works for all. We understand that working families can't seize economic opportunity if they don't have access to paid leave for serious family and medical needs, which is why we support Maryland's Time to Care Act. The proposed program would enable workers to earn a portion of their pay when they need to take time off to care for a new child, an ill or disabled family member, or their own serious health condition.

Legislation such as this simply makes sense. It's good for families, which is ultimately good for business. As an employer, we've seen the advantages of paid family leave in action. The policy helps us retain good workers who are able to give us 100% while they're on the job, while allowing them to meet their health needs and caregiving responsibilities.

We believe that employers should provide a level of economic security to their employees and enable them to be their best at work and at home. Given how tight budgets are in this region, we know that most workers in this country can't afford to miss a paycheck for a health or family issue. For us, the benefits could outweigh the costs.

Amalgamated Bank supports legislation in our home state of New York, across the country, and at the federal level to ensure that our customers, and all Americans, have the paid family leave they need to ensure financial security. We urge your favorable consideration.

Amalgamated Bank  
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EMPOWERING ORGANIZATIONS AND INDIVIDUALS TO ADVANCE POSITIVE SOCIAL CHANGE.

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