



HB 8 – Labor and Employment – Family and Medical Leave Insurance Program –
Establishment (Time to Care Act of 2022)

SUPPORT

Honorable Chair Wilson, Vice Chair Crosby, and members of the House Economic Matters Committee:

As President Obama’s Labor Secretary, I co-led the Administration’s “Lead on Leave” campaign. I was tasked with working with state and local governments around the country in the crafting and implementation of leave laws. I traveled both domestically and internationally to learn more about the issue. I am still befuddled by the fact that we remain the only industrialized country in the world that fails to provide paid family and medical leave for our workforce.

Maryland workers should never have to choose between caring for themselves or a loved one and keeping their job. Yet, everyday too many Marylanders face this impossible choice. Paid family and medical leave is not a perk and should not be a privilege for those lucky enough to have it. Maryland has the opportunity to lead by providing working families the financial stability they need and deserve and help employers reduce costs by reducing the cost of attrition, increase employee morale, and build a healthy productive workforce. Paid family and medical leave means greater economic security, stronger families, and a stronger economy. It also means more workplace equality for women who are disproportionately pushed out of the workforce by a lack of medical and family leave. It is clear this is not only the right thing to do for working families and business but it is the smart thing to do.

There remains a fair amount of education to be done on what the Time to Care Act would do and would not do. We stand with advocates who will continue to inform the public and legislators about the Time to Care Act, most crucially that it creates a public insurance program for employees across the state, not an imposition on individual employers. This session, we are returning to Annapolis to pass the Time to Care Act in solidarity with our friends and allies of working families.

I urge you to vote favorably on HB 8. Thank you.

Tom Perez