



ARCHDIOCESE OF BALTIMORE † ARCHDIOCESE OF WASHINGTON † DIOCESE OF WILMINGTON

February 15, 2022

HB 496

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

House Economic Matters Committee

Position: Support

The Maryland Catholic Conference (“Conference”) represents the public policy interests of the three Roman Catholic (arch) dioceses serving Maryland: the Archdiocese of Baltimore, the Archdiocese of Washington, and the Diocese of Wilmington.

House Bill 496 establishes a Family and Medical Leave Insurance program in the state, through which employees may take up to twelve weeks of paid leave from their jobs when they are:

- Welcoming a new child from birth, adoption, or foster care placement.
- Suffering serious health conditions or disabilities.
- Involved in a relative’s military deployment or caring for a wounded service member.
- Caring for aging parents or family members with critical needs.

The Conference supports efforts that increase the dignity of a person’s work as well as expand opportunities to care for themselves and their families during times of critical need, from the welcoming of a new child into the family through caring for aging parents, and every stage in between. No Marylander should have to choose between the jobs they need and the family they love when a medical crisis strikes or a new child is welcomed into the home, which is why we need comprehensive paid family and medical leave in Maryland. A true paid family and medical leave policy must be cost-effective for workers, employers, and the government with employers contributing at least as much as employees. We must ensure that our paid family and medical leave program covers all working people, applies equally to everyone, covers all the well-established reasons people need leave, reflects an inclusive definition of family, and provides up to 12 weeks of leave and job security. House Bill 08 has all of these key components of a meaningful paid family and medical leave program

The Conference appreciates your consideration and, for these reasons, respectfully requests a favorable report on House Bill 496.