

February 15, 2022

Dr. Jeffrey S. Rubin
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TESTIMONY ON HB0496 - POSITION: FAVORABLE
**Labor and Employment – Family and Medical Leave Insurance Program –
Establishment**

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

FROM: Dr. Jeffrey S. Rubin

My name is Jeffrey Rubin. I am a resident of District 15. I am submitting this testimony in support of HB0496, Labor and Employment - Family and Medical Leave Insurance Program - Establishment.

Family responsibility, care for the sick, and concern for the needs of the wider community are all Jewish values manifested in the Time to Care Act that are important to me. And not only to me! The Board of my synagogue, Adat Shalom Reconstructionist Congregation (in Bethesda), unanimously decided to sign on to the Time to Care Campaign. This reflected the support shown by several dozen congregants at presentations about the topic.

Nobody should have to choose between their job and caring for their health. Rabbi Hillel teaches us that we can't separate ourselves from our community; we all have a responsibility for each other's well-being and care. The General Assembly must make sure that all people can take time to attend to their own health and the needs of their family.

I have two personal stories to share with you.

I.) Several years ago when my father was living by himself in Florida he became very ill. I took time off from work, spent one week with him in the hospital, and then brought him back to Maryland for additional medical attention. He required months of around the clock care to recover from his newly diagnosed cancer. I was his primary caregiver. This was an intense, stressful time. It would have been much worse had I not benefited from paid family and medical leave. I was able to focus on what it took for my dad to get better, without worrying about job security or income.

2.) A couple years ago, my daughter gave birth to her first child. Fortunately, her employer provided maternity leave that allowed her to take four months off from work without sacrificing pay. I saw firsthand the profound value of this benefit, which enables parents to cope with the life-changing, new challenges of caring for newborns in their early months of life.

We were lucky because our employers provided for us. I believe everyone who works in Maryland should have the benefit of paid family and medical leave. **I respectfully urge this committee to return a favorable report on HB0496.**