



**Testimony in Support of HB 496 “Labor and
Employment – Family and Medical Leave Insurance
Program – Establishment (Time to Care Act of 2022)”**

Senate Finance Committee
February 15, 2022

FAVORABLE

TO: Chairman Wilson, House Economic Matters Committee

FROM: Ryan Nellans

My name is Ryan Nellans. I am a resident of District 38, and a small business owner. I am submitting this testimony in support of SB 275, the Time to Care Act of 2022, which would establish a paid family and medical leave insurance program.

The low wages that afflict the Eastern Shore make it difficult if not impossible for residents to save adequately for an unexpected 12 week leave of absence. HB8 will help to rectify the disproportionate negative impact of low wages on at-risk individuals and families at a rate that is fair and accessible to small businesses like mine. Poverty and homelessness are real on the Eastern Shore, and this is an opportunity for us to do something about it. The numerous stories and data available about paid family and medical leave insurance programs display the positive impact it will have, not just on my friends and neighbors, but on all Marylanders.

The Time to Care Act will help address the economic hardship, stress, and other burdens that come into play when caring for new babies, loved ones with serious health conditions, or yourself. Employees' ability to take up to 12 weeks of paid leave will help Maryland families meet their caregiving, employment, and financial needs and commitments while caring for their family.

No Marylander should have to choose between the job 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. SB 275 has all of these key components of a meaningful paid family and medical leave program, and I respectfully urge this committee to return a favorable report on SB 275.

Thank you,
Ryan Nellans
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