



THE MARYLAND HOUSE OF DELEGATES
ANNAPOLIS, MARYLAND 21401

Testimony for HB 496

Economic Matters Committee

Good Afternoon Vice– Chair, and esteemed members of the committee,
I am Delegate C.T Wilson and it’s a privilege to be here to present:

**House Bill 496: Labor and Employment-Family and Medical Leave Insurance Program-
Establishment**

Bill Overview:

Establishing the Family and Medical Leave Insurance Program in the Maryland Department of Labor to provide certain benefits to individuals who take leave from employment for certain purposes; establishing the Division of Family and Medical Leave Insurance in the Department to administer the Program; establishing the Family and Medical Leave Insurance Fund as a special, nonlapsing fund; applying the Act prospectively; etc.

Outline:

Requiring, beginning on a certain date, certain employees, employers, and self–employed individuals to contribute to the Fund in a certain manner; requiring the Division, under certain circumstances, to deduct and withhold a certain amount from benefits paid; authorizing certain employees to bring a certain action against certain employers for certain violations of this Act under certain circumstances; requiring the Secretary of Labor to establish a system of appeals for certain covered individuals; requiring that certain judicial review be allowed after a certain aggrieved party has exhausted certain administrative remedies; requiring interest earnings of the Fund to be credited to the Fund; and generally relating to the Family and Medical Leave Insurance Program.

Conclusion:

1. That general funds be loaned to the Family and Medical Leave Insurance Fund by July 1, 2023, in an amount sufficient to supplement contributions and provide funding for costs to administer the Family and Medical Leave Insurance Program;
2. That any funds loaned to the Family and Medical Leave Insurance Fund be repaid to the General Fund by the Secretary of Labor as soon as the Fund receives enough contributions to become self–sustaining. That this shall take effect June 8 1, 2022.

Thank you for your time and I request a favorable report for **HB 496**.