



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

House Economic Matters Committee

February 15, 2022

FAVORABLE

TO: Chairman Wilson, House Economic Matters Committee

FROM: Ned Atwaters

Thank you and your committee for your consideration of this important issue that will mean so much to Maryland workers and their families.

I'm a Maryland business owner and I am joining a coalition of diverse businesses to support the Time to Care Act so that families can have the financial security to care for themselves and their loved ones after the birth of a child or in the case of serious illness.

I would support this bill with more enthusiasm if the costs and benefits were distributed more equitably. The more employees a company has the higher percentage of employees wages will be paid into the fund. The lower an employee's income the higher the percentage of the employee's wage is paid out through the fund.

Marylanders face impossible choices when new children are born or adopted and when serious personal or family health needs arise. The Time to Care Act would make paid leave available to Maryland workers for up to 12 weeks following the birth or adoption of a child, and when needed to provide care for a family member or oneself. The leave would be funded through an insurance pool, into which workers and their employers contribute.

When Paid Family Leave is administered through an insurance program, small businesses benefit because the cost is shared. As many of us have experienced through offering these benefits, first-time moms who take paid leave are more likely to return to the same employer.

For these reasons, I am signing on in support of the Time to Care Coalition to urge the Maryland Legislature to pass legislation establishing a Family and Medical Leave Insurance Program as established in HB 8.

Sincerely,

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