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Patrick Moran - President

**Testimony**  
**HB 8 – Labor and Employment – Family and Medical Leave Insurance Program –**  
**Establishment (Time to Care Act of 2022)**  
**Economic Matters**  
**February 15, 2022**  
**Support**

AFSCME Council 3, representing approximately 30,000 State and Higher Education employees in Maryland, supports the passage of HB 8. HB 8 would establish the Family and Medical Leave Insurance Program in the Maryland Department of Labor to provide paid leave benefits to individuals who take leave from employment for the following reasons:

- Is caring for a newborn child or child newly placed for adoption or foster care;
- Is caring for a family member with a serious health condition or disability;
- Has a serious health condition that makes the employee unable to perform his or her job;
- Is caring for a military service member who is next of kin; and
- Has a specified need resulting from the military deployment of a family member.

Maryland state employees have existing, albeit limited, paid parental leave. As stated on the Department of Budget & Management's website:

*Parental Leave is paid leave granted to a Primary Caregiver to care for and nurture the employee's child within 6 months following the birth or adoption by the employee of a child less than 6 years of age. **Employees are required to exhaust any available annual or personal leave prior to being granted Parental Leave.** If the employee has less than 60 days of annual and personal leave combined, the employee is eligible for additional paid Parental Leave to attain the 60 days of Parental Leave. **If the employee has 60 days or more of annual or personal leave (combined), the employee is not entitled to additional Parental Leave.***

The Time to Care Act would enhance ALL Maryland's workers' ability to engage in the most vital yet underappreciated human act: provide care to loved ones. As the only industrialized nation lacking this policy, we are long overdue. We urge you to provide a favorable report of HB 8.

Every AFSCME Maryland State and University contract guarantees a right to union representation.  
An employee has the right to a union representative if requested by the employee.  
800.492.1996

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