

Family and Medical Leave Insurance program**February 15th, 2022**

HB 8- Labor and Employment - Family and Medical Leave Insurance Program - Establishment
(Time to Care Act of 2022).

Position: SUPPORT

Disability Rights Maryland (DRM – formerly Maryland Disability Law Center) is the Protection & Advocacy agency in Maryland, mandated to advance the civil rights of people with disabilities. DRM works to increase opportunities for Marylanders with disabilities to be part of their communities by advocating for economic justice through eliminating and reducing barriers to employment for people with disabilities.

DRM **supports** HB 8. Family and Medical Leave is important because it allows individuals to take leave from employment in case of a medical or family emergency. Individuals with disabilities, whether employees or family members of employees, may have a chronic health condition that needs to be addressed and this requires time off work. Employees with disabilities also have families that may require them to take off work for situations such as taking care of a newborn baby, taking care of a family member with a serious medical condition, and/or taking care of a family member who is in the service.

For many people with disabilities, it is very important to have a family member available in case of a medical emergency. For example, a DRM constituent received many surgeries and it was important for a family member to help care for her during her recovery period. It is important for those who need to take off work receive the appropriate benefits of employment. The Family and Medical Leave Insurance Program will allow people to receive benefits while taking the necessary time off work needed for caring for others or caring for themselves.

For these reasons DRM urges a **favorable** report on **HB 8**.

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