

## **2022 Time to Care Rally - Don't Leave Families in the Dark**

### **Event Details**

Monday, February 21, 2021

6:30pm - 8pm EST

Point of Contact for event: Myles Hicks, 410-404-2170, [myles@marylandrise.org](mailto:myles@marylandrise.org)

### **Event Description**

Marylanders workers can no longer be left in the dark without paid family and medical leave (PFML). The Time to Care Coalition will bring glow sticks and flashlights to light up Lawyer's Mall and show that Marylanders want to pass PFML legislation in 2022! The event will feature elected officials, community leaders, and businesses. We'll also offer activities like story collection and live performances to keep everyone involved. This is the year for the Maryland legislature to pass the Time to Care Act and ensure that Marylanders don't have to choose between their jobs and caring for themselves or their loved ones.

### **Agenda**

1. Speakers arrive (6:15pm)
2. Welcome and Introductions (6:30pm - 6:40pm) - Laura Weeldreyer, Host
3. Music Performance (6:41pm - 6:50pm) - Caleb Stine
4. Overview of legislation/campaign & Elected official Acknowledgement (6:51pm - 6:56pm)- Myles, Campaign Manager - Time to Care Coalition
5. Speakers (5 minutes each/ 6:57pm - 7:30pm): Host introduces each speaker
  - o Senator Antonio Hayes
  - o Business Owner
  - o Kayla Mock, UFCW Local 400 Union Representative
  - o Natalie Spicyn, Pediatrician
  - o Peter Witzlel, Progressive Maryland
6. Spoken Word Performance (7:30pm - 7:35pm) - Malcolm Williams
7. Story collection (7:36pm - 7:40pm)- Matan, Jews United for Justice
8. Call to Action (7:41pm - 7:45pm) - Lisa, Catholic Charities
  - o [Email legislators](#)
  - o [Record your story via the website](#) or via cellphone cameras
  - o [Register for next coalition meeting \(November\)](#)
  - o [Business support](#)
9. Elected Official Acknowledgement (7:46pm - 7:48pm)- Host
10. Group Picture (7:49pm - 7:55pm) - Jim Burger
11. Close - Host & Caleb Stine

## Core Principles

To support working families, Maryland's Paid Family & Medical Leave Program must:

1. Be cost-effective for workers, employers and the government with employers contributing at least as much as employees
2. Cover all working people, apply equally to all working people regardless of gender, and reflect an inclusive
3. definition of family
4. Include the well-established reasons people need paid family and medical leave
5. Provide up to 12 weeks of leave and replace a substantial share of workers' usual wages
6. Protect workers against adverse consequences, particularly job loss, for taking leave

## Talking Points

### Families

- Paid Family Leave gives parents the time they need at home to bond with a young child and establish patterns that promote the child's long-term cognitive, social, and emotional development.
- 3 out of 4 new fathers take one week or less of leave when their babies are born.
- No one should have to choose between the job they need & the family they love.
- Fewer than 40% of U.S. workers have paid leave for short-term disabilities.
- Only 17% of U.S. workers have access to Paid Family Leave. Fewer than 40% have paid personal leave for short-term disabilities.

### Women

- Nearly 25% of women take 10 or fewer days of maternity leave, potentially putting themselves and their children at risk physically and emotionally.
- New mothers who take Paid Family Leave are more likely to be working again 9 to 12 months after childbirth. First-time moms who take paid leave are more likely to return to the same employer.
- While Maryland saw a net gain of 13,000 men entering the labor force from January 2020 to June 2021, the number of working women fell by 57,000 in the same time frame, according to the Maryland Department of Labor. More women than men left work to take care of their children, often without paid sick leave during the pandemic

### Business

- Paid Family leave will help businesses recruit and retain the best workers. Ignoring the inevitable reality of life only puts your business at risk, jeopardizing the livelihoods of owners and employees.
- With modest bottom lines small businesses often have trouble matching more generous paid leave benefits offered by larger companies - resulting in a hiring disadvantage.

### Elder Care

- Family caregivers help parents, spouses, and other loved ones live independently in their homes, providing about \$8 billion annually in unpaid care.

- Employed family caregivers leave the workforce or reduce their hours to fulfill their caregiving duties, which can result in a loss of income, retirement savings, benefits and career mobility.

#### Military

- Paid Family Leave for military personnel ensures that they can spend time with their family before deployment or during R&R.
- Soldiers are trained to expect the unexpected. So when caregiving needs arise or change as a result of a deployment, families need to be ready.

## **Speaker Bios**

### Senator Antonio Hayes

Born and raised in Baltimore, Sen. Hayes' career as a Community Organizer, Legislative Director, and Assistant Deputy Mayor spans over two and a half decades. He currently serves as the Chief of Staff for the Baltimore City Department of Social Services, where he helps children who have been abused or neglected, and low-income families in need of public assistance. Sen. Hayes previously served as a Delegate of District 40 from 2015 to 2018 and was later elected to his current role as Senator of District 40, taking office in 2019.

### Laura Weeldreyer - Host

Laura Weeldreyer serves as the Executive Director of Maryland Family Network, a nonprofit working to ensure that all young children and their families have the resources to learn and succeed. Laura has lived and worked in Baltimore for 25 years and is the mother of three teenage daughters. Her career has been primarily in education in the public and private sectors, most recently as Chief Program Officer for the Everyone Graduates Center at the Johns Hopkins University School of Education.

### Kayla Mock - UFCW Local 400

Kayla Mock is an organizer with UFCW, Local 400. UFCW Local 400 represents 35,000 members working in the retail food, health care, retail department store, food processing, service and other industries in Maryland, Virginia, Washington, D.C., West Virginia, Ohio, Kentucky and Tennessee.

### Natalie Spicyn - Pediatrician

Natalie Spicyn is a pediatrician. She currently serves as the Chief of Adult Medicine at Park West Health System in Baltimore. Natalie stays active in her community as a member of MD American Academy of Pediatrics and MD/DC chapter of the American Society of Addiction medicine.

### Peter Witzler

Peter Witzler lives in Montgomery County with his wife, Lisa, 2 kids Teddy and Jackson, and pandemic adopted dog, Gabby. Paid family leave was there for his family when they needed it most. He believes no family should have to make the impossible choice between employment and caring for themselves or a loved one.