

**Written testimony submitted to the Maryland Senate Finance Committee
HB 988 - Family and Medical Leave Insurance Program – Modifications
March 7, 2023**

SUPPORT

Chair Wilson and members of the committee, on behalf of the 20,000 members of the American Federation of Teachers – Maryland (AFT-MD), we ask for a favorable report on SB 828, which modifies the Family and Medical Leave Insurance (FAMLI) Program by specifying the program implementation, administration, and the cost-sharing split. AFT-MC strongly supports the sponsor amendments, which make the cost-sharing split 50-50 between employers and employees, putting SB 828 in the same posture as the House bill.

The Time to Care Act passed in 2022 was just the first step in realizing Paid Family and Medical Leave in Maryland. The work to create and implement an accessible and equitable FAMLI program is next. Passing HB 988 with the sponsor amendments will set important parameters for the FAMLI program, putting the program firmly on the path toward successful implementation.

SB 828 - with sponsor amendments - sets the rate for the program with a cost-sharing split of 50% employees, 50% employers. This is important, as it keeps the program affordable and equitable for both employers and employees. A 50/50 split is in line with most other states - including our neighbor Delaware - that have recently passed FAMLI programs.

Maryland passed a comprehensive FAMLI program, and this sponsor amendment to create a 50/50 cost-sharing split is of the utmost importance to ensure our program centers the needs of both employees and employers. For these reasons we once again ask for a favorable report on HB 988. Thank you.