

TESTIMONY ON HB 988
FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM - MODIFICATIONS

House Economic Matters Committee
March 7, 2023

SUPPORT

Submitted by: Daniel Golombek

My name is Daniel Golombek. I am a resident of District 11B. I am submitting this testimony in support of HB 988, which modifies the Family and Medical Leave Insurance (FAMLI) Program by specifying various aspects of programmatic implementation, administration, and the cost-sharing split, and also strongly support the sponsor amendments, which make the cost-sharing split 50-50 between employers and employees, putting HB 988 in the same posture as the House Bill.

Passing the Time to Care Act of 2022 last legislative session was a historic victory for all Marylanders - and it was just the first step in realizing Paid Family and Medical Leave in Maryland. The critical work to create and implement an accessible, equitable, and robust FAMLI program is the next major step in fulfilling the promise of the Time to Care Act of 2022, and the General Assembly still has a key role to play in this collective effort. 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.

In particular, HB 988 - with sponsor amendments - sets the contribution rate for the program with a cost-sharing split of 50% employees, 50% employers. This is fundamentally important, as it keeps the program affordable and equitable for both employers and employees in Maryland. A 50/50 cost-sharing split is in line with most other states - including our neighboring state of Delaware - that have recently passed FAMLI programs (see [A Better Balance. 2023. Comparative Chart of Paid Family and Medical Leave Laws in the US](#)). Maryland passed one of the strongest and most comprehensive FAMLI programs in the country, 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, continuing to set the bar as a national model.

Thank you for your consideration and I strongly urge a favorable report on HB 988 with sponsor amendments.

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