



# MARYLAND MILITARY COALITION

*Serving Veterans through Legislative Advocacy*

March 7, 2023

The Honorable C. T. Wilson  
Chair, House Economic Matters Committee  
Room 231  
House Office Building  
Annapolis, MD 21401

Subject: **Request for FAVORABLE Report** – HB 988 – Family and Medical Leave Insurance Program – Modifications

Dear Chair Wilson and distinguished members of the Economic Matters Committee:

On behalf of the members of the Maryland Military Coalition (MMC) and as its Legislative Director, I write to recommend a **FAVORABLE report** by the Committee on ***HB 988, Family and Medical Leave Insurance Program – Modifications***, submitted by Delegate Lily Qi (District 15). This bill modifies the Family and Medical Leave Insurance (FAMLI) Program by specifying various aspects of programmatic implementation, administration, and the cost-sharing split.

Passing the Time to Care Act of 2022 in the 2022 legislative session was a historic win for all Marylanders – in particular, the qualifying spouses (and others) of those serving on active military service. During a period of active service, employed spouses of the service person and other beneficiaries often face enormous personal, familial, emotional, and other stresses that can temporarily disrupt their active participation in the workforce. The passing of this act 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 will set important parameters for the FAMLI program, putting the program firmly on the path toward successful implementation.

In particular, HB 988 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 neighbor state of Delaware – that have recently passed

FAMLI programs.<sup>1</sup> Maryland passed one of the strongest and most comprehensive FAMLI programs in the country, and establishing 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.

Before and after deployment, military families need access to FAMLI programs to make childcare arrangements, take care of their mental health, attend military ceremonies, and re-enter back into family life.<sup>2</sup> Supporting our military families through deployments, moves, and family separation increases the health and wellness of all our communities, and the state as a whole.

The Maryland Military Coalition **strongly supports** HB 988 and asks for a **FAVORABLE report** from the Economic Matters Committee.

The Maryland Military Coalition is a registered non-profit, non-partisan advocacy organization comprised of prominent Maryland-based veteran and military groups, representing over 150,000 service-connected individuals, including those currently serving, veterans, retirees and their families, caregivers, and survivors.

We want to thank Delegate Qi for her commitment to this program and the collective good of Paid Family and Medical Leave.

Respectfully,



David L. Dragics  
COL USA (Ret)  
Legislative Director

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<sup>1</sup> A Better Balance. 2023. Comparative Chart of Paid Family and Medical Leave Laws in the US.

<https://www.abetterbalance.org/resources/paid-family-leave-laws-chart/>

<sup>2</sup> A Better Balance. 2021. Military Families and the Need for Paid Leave.

<https://www.abetterbalance.org/resources/military-families-the-need-for-paid-leave/>

## Member Organizations, Maryland Military Coalition

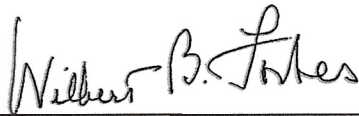
  
Air Force Sergeants Association

  
American Military Society

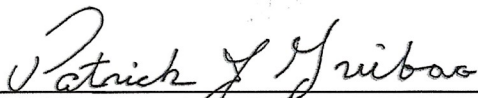
  
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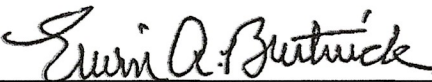
  
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Commissioned Officers Association of the  
US Public Health Service

  
Disabled American Veterans

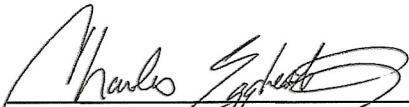
  
Distinguished Flying Cross Association

  
Fleet Reserve Association

  
Jewish War Veterans of the USA

  
Maryland Air National Guard Retirees'  
Association

  
Military Officers Association of America

  
Military Order of the Purple Heart

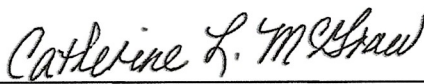
  
Montford Point Marines of America

  
National Association for Black Veterans

  
Naval Enlisted Reserve Association

  
NOAA Association of Commissioned Officers

  
Reserve Organization of America

  
Society of Military Widows

  
Veterans of Foreign Wars