



Testimony Concerning HB 988
“Family and Medical Leave Insurance Program - Modifications”
Submitted to the House Economic Matters Committee
March 7, 2023

Position: Favorable

Maryland Family Network (MFN) supports HB 988, which would address implementation considerations related to the “Time to Care Act of 2022” (TTC). When enacted last Session, TTC left some important aspects open for further review during the Interim, including the determination of the contribution rate and the contribution split between employers and employees. HB 988 reflects the results of this review and adds clarification to other components of TTC.

MFN has worked since 1945 to improve the availability and quality of child care and other supports for children and their families. We have been active in state and federal debates on policies that address the needs of working families and are strongly committed to ensuring that they have the supports they need to care for their children while meeting the demands of their jobs.

For many Maryland employees, the ability to take time away from work following the birth or adoption of a child is simply unaffordable. Nearly 25% of women return to work after taking 10 or fewer days of parental leave, potentially putting themselves and their children at risk physically and emotionally. And yet we know that the benefits of parental leave—to children, to parents, and to society as a whole—are profound. Parental leave demonstrably improves child and maternal health, and it helps address some of the most critical opportunities for child development. These are among the many vitally important reasons that the General Assembly enacted TTC, and MFN remains deeply grateful.

HB 988 would make TTC even better. It would eliminate the requirement that employees exhaust nearly all earned paid time off before being eligible for paid leave under the Family and Medical Leave Insurance program. It would modify the implementation timeline to ensure a successful launch. It clarifies definitions and sets important parameters for the program, putting it firmly on the path toward effective implementation.

We urge a favorable report.