

SB0809.pdf

Uploaded by: Catherine Nwosu

Position: FAV

Good Afternoon,

My name is Catherine Nwosu. I am here to speak in favor of SB0809. I live and teach in Prince George's Senate District 47. I am a veteran educator and mother of three. I want to share some personal experiences related to being pregnant but before I do that, let's talk about teacher employee benefits. While it varies by county, educators typically receive 10 paid sick days and 3 personal days a year. Leave can only be taken in half day increments. And year to year, these days can roll over if unused. In my school district you may receive 10 additional paid days of maternity leave if you deliver during the school year.

Pregnant people have a lot of doctors appointments that eat up our sick leave totaling about 10-15 appointments for normal pregnancies. Being pregnant is hard but being a pregnant educator is extra hard. You are on your feet most of the day and are going non stop on top of growing a little human. Not to mention all your sub plans for those appointments.

Now I want to discuss my most recent pregnancy/delivery. I had high blood pressure for about a month. And at 7 and a half months pregnant on a Thursday night, I was having strong Braxton Hicks contractions. I still took off and went to the doctor the following day which was a Friday. They had me come in on a Monday for follow up. I was then sent to the hospital for monitoring. That Monday a month away from delivery I was diagnosed with pre-eclampsia. The doctor described treatment as delivering the baby. I was kept at the hospital and was induced for a long 4 days until I finally had my baby.

On top of all the other appointments during pregnancy, I had taken 5 days of leave before I even had my baby in the hospital. If you include pre-natal appointments, delivery, and recovery, that is a lot of leave pregnant people use. And current benefits could easily be exhausted leaving a hefty financial toll for unpaid FMLA.

That is why I am strongly in favor of SB 0809 for paid time off after delivery and urge you to vote in favor for Pregnant educators to take the financial worries away from them during this major life changing aspect of parenthood.

SB 809 - Public School Employees - Parental Leave.

Uploaded by: Denise Riley

Position: FAV



A Union of Professionals
AFT-Maryland

5800 Metro Drive, Suite 100 • Baltimore, MD 21215-3226
410/764-3030 • fax: 410/764-3008
md.aft.org

Kenya Campbell
PRESIDENT

LaBrina Hopkins
SECRETARY-TREASURER

**Written testimony submitted to the Maryland Senate Finance Committee
SB 809 - Education - Public School Employees - Parental Leave
March 2, 2023**

SUPPORT

Chair Griffith and members of the committee, on behalf of the 20,000 members of the American Federation of Teachers – Maryland (AFT-MD), including our affiliate the Baltimore Teachers Union (BTU), we ask for a favorable report on SB 809, a bill that allows public school employees to request parental leave with pay for the birth or adoption of a child under the age of six. If an employee has less than 60 days of accrued paid leave, the employer must provide the employee an additional paid leave to attain 60 days.

As we all know, the health and safety of infants, children and their families are imperative during the early days of a birth or adoption. This bill will allow a primary caregiver responsible for the care and nurturing of a child may use up to 60 days of parental leave to care for the child during the period immediately following the birth of the employee's child or the placement of a child under the age of six with the employee for adoption.

Maryland needs to recruit more and retain the teachers we have. By providing an adequate amount of time to recover from birth and bond with an infant or newly adopted child will help encourage teachers to apply or stay on the job when they choose to expand their families.

Again, we ask for a favorable report on SB 809. Thank you.

SB 809 - WLCMD - FAV.pdf

Uploaded by: Michelle Siri

Position: FAV

BILL NO: Senate Bill 809
TITLE: Education - Public School Employees - Parental Leave
COMMITTEE: Finance Committee
HEARING DATE: March 1, 2023
POSITION: **SUPPORT**

The Women's Law Center of Maryland is dedicated to ensuring the physical safety, the economic security, and the autonomy of women throughout the State. One way we work towards this goal is by supporting systemic changes to our current economic policies and practices that disproportionately affect women. Senate Bill 809 will allow public school employees to use up to 60 days of parental leave for the care of a child after birth or adoption. It is an important piece in the infrastructure we have worked on to create a balance between employment and caregiving demands that disproportionately burden women, which also includes Earned Safe and Sick Leave and of course the Family and Medical Leave Insurance program.

The issue of parental leave is of particular concern to the Women's Law Center as women continue to be the primary caregivers for children and family members. Yet at the same time, the number of women entering the workforce has continued to grow. Unfortunately, while women now make up nearly half the workforce, and two-thirds of Maryland families have women as the sole, primary, or co-breadwinner, women are disproportionately represented in low-wage jobs. Indeed, while only 18% of workers in general are covered by paid leave, that number is reduced to 6% for low wage workers – the workers who can least afford to go without a paycheck. As such, it should not be surprising that 15% of working women who have a child without paid leave end up on public assistance.

School teachers are no exception. Across the nation, fewer than 25% of school districts offer paid family leave, despite the considerable amount of evidence supporting its medical and economic benefits¹. More than 75% of teachers are women and given the record number of teachers, and women in general, leaving the work force in the aftermath of the pandemic, paid parental leave is just one tool that districts can offer to improve retention and employment satisfaction. Significantly, the WLC understands there are sponsor amendments that would ensure both certificated and non-certificated employees are included within the scope of the bill. The WLC supports this important amendment as it is more inclusive, particularly of employees who are disproportionately earning the lowest wages.

Senate Bill 809 is a reasonable and modest effort that demonstrates Maryland's commitment to educators and families by helping to protect their health, stability and wellbeing, and will have an immediate positive impact on our economy. Therefore, the Women's Law Center urges a favorable report on SB 809.

The Women's Law Center of Maryland is a private, non-profit legal services organization that serves as a leading voice for justice and fairness for women. It advocates for the rights of women through legal representation for individuals and statewide advocacy to achieve systemic change.

¹ [How Many School Districts Offer Paid Parental Leave?](#) National Council on Teacher Quality, November 10, 2022

2.27.23 SB 809 Testimony_FWA.pdf

Uploaded by: Christian Gobel

Position: FWA

Testimony in Support of Senate Bill 809 with Amendments Education – Public School Employees – Parental Leave

**Senate Finance Committee
March 2, 2023**

**Christian Gobel
Government Relations**

The Maryland State Education Association supports Senate Bill 809 with amendments. Under Senate Bill 809, certain public school employees may be entitled to parental leave with pay for the birth of the employee's child or the placement of a child under the age of six with the employee for adoption. MSEA applauds Senator Washington for introducing legislation to expand paid parental leave for educators.

MSEA represents 75,000 educators and school employees who work in Maryland's public schools, teaching and preparing our almost 900,000 students so they can pursue their dreams. MSEA also represents 39 local affiliates in every county across the state of Maryland, and our parent affiliate is the 3-million-member National Education Association (NEA).

MSEA supports legislative efforts to raise labor standards for educators and school employees and paid leave is a crucial element to improve educators and school employees working conditions. Paid parental leave not only allows a primary caregiver to spend essential time with their child during an important developmental period of time for the child and the caregiver, but also serves as a critical tool to retain and recruit individuals for the education workforce.

MSEA supports Senate Bill 809 with amendments to ensure the legislation benefits more school employees, works in conjunction with the Time to Care Act and existing leave benefits, and preserves the ability of exclusive representatives to bargain with their employers over paid parental leave.



Specifically, MSEA seeks legislative amendments that address the following topics.

- Expand paid parental leave to certificated and non-certificated school employees.
- Ensure the paid parental leave offered in SB 809 works in conjunction with, and does not replace, paid leave offered under the Time to Care Act of 2022.
- Preclude an employer from requiring an employee to exhaust other forms of accrued leave to utilize paid parental leave.
- Preserve the ability of an exclusive representative to bargain with their employer on implementation of paid parental leave and benefits that may be negotiated beyond what is offered in statute.

MSEA believes these amendments are necessary to ensure an equitable implementation of paid parental leave for school employees, while allowing employees through their exclusive representatives to maintain a voice in their working conditions.

We urge the committee to issue a Favorable Report on Senate Bill 809 with amendments.

SB 809.Parental Leave Authorization.pdf

Uploaded by: John Woolums

Position: UNF

BILL: Senate Bill 809
TITLE: Education – Public School Employees – Parental Leave
DATE: March 2, 2023
POSITION: OPPOSE
COMMITTEE: Finance
CONTACT: John R. Woolums, Esq.

The Maryland Association of Boards of Education (MABE) opposed Senate Bill 809, which would require school systems to establish paid parental leave program.

To the extent the bill is intended to mandate a new paid leave benefit, local school systems are opposed to the imposition of such a costly unfunded mandate. While the bill appears to make granting the request for paid parental leave a discretionary decision for local school systems, the bill would clearly mandate each local board to adopt policies and procedures for the new paid parental leave benefits program.

MABE appreciates the provisions to ensure that school systems remain responsible for the administration of this new parental leave benefit, but given the mandate to build this new benefits program, MABE believes local school systems will be expected to secure adequate funding to do so. Again, MABE is concerned that Senate Bill 809 will, ultimately, result in a significant unfunded employee benefits mandate for local school systems.

Maryland's local school systems are not granted taxing authority as are most school systems throughout the nation. Instead, each of the 24 local boards is fiscally dependent on the annual appropriations of state and county government funding. In this light, MABE consistently urges the legislature's serious consideration of the fiscal impacts of any new program or funding mandate on local school system budgets. The budgetary impacts of Senate Bill 809 would therefore not only present a challenge to school system budgets but also to the local government budgets that will be called on to meet the needs of their respective school systems.

Another important consideration for local school systems is the imperative for adequate numbers of highly qualified professional educators and other school-based staff during the school year. Maryland is coping with a severe teacher shortage while also working to implement the Blueprint for Maryland's Future. Local governments and school systems are, at present, engaged in negotiating and finalizing budgets to support the Blueprint, including the law's requirements for major reforms and increases in employee compensation and working conditions. Given these circumstances, MABE opposes adopting any newly expanded employee benefits program, including this legislation's paid parental leave program.

For these reasons, MABE requests an unfavorable report on Senate Bill 809.