

# **Time to Serve Act 2024 BGC Script final.pdf**

Uploaded by: Andrew Collins

Position: FAV

**Word Count: 372 words**

**Time: 1:55**

**Time to Serve Act of 2024: Maryland General Assembly**

**For Brigadier General Andrew W. Collins**

**Good afternoon Madam Chair, Madam Vice Chair and members of the Senate Finance Committee,** I am honored to provide testimony in support of this piece of critical legislation that the Governor has proposed – the Time to Serve Act of 2024.

This legislation is a vital step towards supporting Maryland state employees who also serve in a dual capacity as citizen Soldiers and Airmen in the Maryland National Guard.

These service members I speak of ----are truly committed to serving our state both in and out of uniform - and for more than just “one weekend a month.”

The Maryland National Guard has proven **time and time** again to be more than a part-time commitment for our service members.

Even during a typical year without pandemics or civil unrest, our service members ----

Serve beyond the 2 weeks of training and 1 weekend a month - which the state's current 15 days of military leave does not fully cover. They will also respond to severe weather emergencies and attend military schools required to progress in their careers.

Currently, these state employees must choose between sacrificing personal leave or taking a leave of absence without pay to continue serving the Guard.

For example, during the recent COVID-19 response, thousands of servicemembers volunteered to step away from their civilian jobs for extended periods to protect and serve our communities.

Many of those service members were activated for nearly two years in service to our state.

The Time to Serve Act of 2024 will also grant additional latitude to our hard-working state employees performing arduous shift work, such as law enforcement officers, firefighters, and emergency medical personnel to name a few.

This legislation will also impact our efforts to recruit and retain talent in both the Maryland National Guard and the Maryland State government.

Our service members won't have to choose between their state career or military commitments when it comes to utilizing leave, making them more likely to remain in their positions and continue

to serve in their dual capacities, which I view as a victory for all involved parties.

In conclusion, I respectfully ask the Committee for a favorable report on the Time to Serve Act of 2024. Thank you for your consideration.

# **FAV - MDEM - SB477 - Time to Serve Act.pdf**

Uploaded by: Anna Sierra

Position: FAV



Wes Moore | Governor  
Aruna Miller | Lt. Governor  
Russell J. Strickland | Secretary

**FAVORABLE - SB477**  
**Time To Serve Act of 2024**

Hearing Date: 29 FEB 2024  
Maryland Department of Emergency Management

Chair Pamela Beidle  
Finance Committee  
3 East  
Miller Senate Office Building  
Annapolis, MD 21401

Chair Beidle,

The Maryland Department of Emergency Management (MDEM) writes **in support of SB477 - Time to Serve Act of 2024**. The bill increases the number of paid leave days for uniformed service training or duty from 15 to 30, and increases disaster service leave for State employees in the Executive Branch from 15 to 30 days.

The provisions of this bill recognize and support State employee interest in serving their communities and areas affected by disasters. Increasing uniformed service leave for training or duty requirements will ensure that our employees don't have to choose between serving their country and much-deserved time off. Time off is critical for all State employees, and especially those in fields like emergency management when no-notice incidents requiring response make days long and weekends short.

Disaster service leave is another important aspect of State employee leave options. When disasters strike, organizations which rely on volunteers are a critical part of response and recovery. Through MDEM's Whole Community program, we engage directly with these organizations and understand their impact. It is fitting that our State government support the desire of employees to continue their public service by using disaster service leave when approved. **In conclusion, MDEM urges a favorable report of SB477 - Time to Serve Act of 2024.**

If you have any questions, please contact Anna Sierra, MDEM legislative liaison: [anna.sierra1@maryland.gov](mailto:anna.sierra1@maryland.gov).

# **SB477- Time to Serve Act SecWoods Testimony.pdf**

Uploaded by: Anthony Woods

Position: FAV





**Maryland Department of Veterans Affairs  
Office of the Secretary**

**WES MOORE  
GOVERNOR**

**ARUNA MILLER  
LT. GOVERNOR**

**ANTHONY C. WOODS  
SECRETARY**

**TESTIMONY IN SUPPORT OF Senate Bill 477  
Time to Serve Act of 2024  
Finance Committee  
February 29, 2024**

Thank you Chair Beidle, Vice Chair Klausmeier, and members of the Finance Committee.

I am honored to appear before you today and I respectfully ask the Committee for a favorable report on the Time to Service Act of 2024 (SB477). This proposed legislation, championed by the Governor and the Lt. Governor, will support state employees that continue to serve in uniform and honor their families too.

Maryland state employees are some of the most committed public servants I have ever met. They work tirelessly to serve the people of Maryland and, in my department's case, to serve our nations' heroes as they write their next chapters here in our state.

For all of our state employees, public service is a calling. For some, their commitment extends beyond their day-to-day role.

Currently, there are around 200 Maryland state employees who don the uniform for our nation's military reserve and national guard components.

They are MDOT operators and mechanics moving Maryland forward.

They are state troopers protecting our communities.

And yes... they are Cabinet Secretaries too.

I know firsthand the delicate balance of state service and military duties. While I currently serve as Maryland's Secretary of Veterans Affairs, I am also an Army reservist assigned to the joint staff at the Pentagon.

I know that the pledge of "1 weekend a month, 2 weeks a year," does not always ring true - particularly when hotspots flare up around the world or extreme weather events occur here in our state.

While our families enjoy summer holidays and football games on weekends, we join our units and continue to serve.

The Time to Serve Act means just as much for our state employees in uniform as it does for their families.

Expanding military leave from 15 days to 30 days is an acknowledgment that uniformed service in the reserves and national guard sometimes extends beyond two weeks. It is our duty to provide them with the time they need to fulfill their obligations to the nation and to our state.

More importantly, it means that a state employee can now use personal leave to spend time with their family, NOT their unit.

It means a father can join a parent-teacher conference, a mother can take care of a child home sick from school, a family can enjoy a trip to Ocean City.

I respectfully ask the Committee for a favorable report on the Time to Serve Act for Maryland's committed state employees and their families.

**SB 477\_AFSCME3\_FAV.pdf**

Uploaded by: Denise Gilmore

Position: FAV



190 W. Ostend St., #101  
Baltimore, MD 21230  
Phone: 410-547-1515  
Email: [info@afscmemd.org](mailto:info@afscmemd.org)

Patrick Moran – President

## **SB 477 – Time to Serve Act of 2024**

**Finance Committee  
February 29, 2024**

### **FAVORABLE**

AFSCME Council 3 supports SB 477. This legislation increases the amount of leave state employees can use for military and disaster service from 15 days to 30 days. We applaud the administration for supporting state employees who in addition to their employment with the state, also serve our communities in the armed forces or as disaster services volunteers.

Acknowledging the need for additional military and disaster leave reflects the state's commitment to preparedness and resilience. In a time when we are working to rebuild our state government, this increased benefit also contributes to retaining dedicated employees who have an extraordinary commitment to public service.

We believe state employees who work in our public higher education institutions should be included as well. Our members who work in higher education are equally committed to serving our communities and deserve to have equal benefits to state employees who work under the executive branch.

SB 477 demonstrates a wonderful collaboration between labor and management to help Maryland become a state that serves. AFSCME and the Department of Budget and Management worked together to increase this benefit for bargaining unit represented employees. All state employees who choose to serve deserve these benefits. For these reasons, we urge the committee to provide a favorable report on the Time to Serve Act of 2024.

# **Maryland Military Coalition SB 477 Favorable.pdf**

Uploaded by: Jayson Spiegel

Position: FAV



# MARYLAND MILITARY COALITION

*Serving Veterans through Legislative Advocacy*

February 29, 2024

The Honorable Pamela Beidle  
Chair, Senate Finance Committee  
3 East Miller Senate Office Building  
Annapolis, MD 21401

Subject: **Request for FAVORABLE Report** – SB0477 – Time to Serve Act of 2024

Dear Chair Beidle and distinguished members of the Finance Committee:

On behalf of the members of the Maryland Military Coalition (MMC) and as its President, I recommend a **FAVORABLE report** by the Committee on **SB0477 – Time to Serve Act of 2024**, sponsored by the President at the request of the Administration. This legislation will increase the number of days of annual military leave from 15 to 30 for all Maryland state employees who serve in a Reserve Component of the uniformed services, and 15 days of disaster service leave for members of specified organizations who meet certain America Red Cross criteria.

During his December 2023 announcement of the Year of the Military Family in Maryland, Governor Moore explained that expanding the number of days of military leave benefits military families by providing that service members do not have to use personal leave or leave without pay to participate in Battle Assemblies (drill) or Annual Training. The Governor's initiative benefits military families because it ensures that service members use paid time off to be with their families, as opposed to performing military service. As Governor Moore said, "Our military families are sacrificing just as much as our people in uniform and they're sacrificing so their loved ones can serve. ... They are doing it both for the love of family and for the love of country." The MMC thanks the Governor and Senate President for extending the 30-day military leave benefit to all members of the **uniformed services** and for **treating all Reserve Components (National Guard and Federal Reserve) equally**.

The MMC encourages the Committee to consider adding enabling legislation that would authorize counties and municipalities to increase paid military leave to 30 days for their employees who also serve in a Reserve Component of the uniformed services. A no-cost, enabling provision would allow these jurisdictions, consistent with their budgets and provisions of any collective bargaining agreements, to provide the same benefit to their eligible employees that SB0477 does for state employees. Absent enabling legislation, there is the potential for a disparity in a National Guard or Reserve unit that could provide the state employees, who are members, with greater opportunities to perform military duty which will advantage them in promotion and schooling opportunities that their fellow members, who are employees at the county and local level, do not equally enjoy.

Subject: **Request for FAVORABLE Report** – SB0477 – Time to Serve Act of 2024

The Maryland Military Coalition supports SB0477 and asks for a ***FAVORABLE*** report from the Finance 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 the Governor and Senate President for their leadership on this legislation and their continued strong support of the uniformed services in Maryland.

Respectfully,

A handwritten signature in black ink, appearing to read 'JMS', written in a cursive style.

Jayson Spiegel  
LTC USAR (Ret)  
President

## Member Organizations, Maryland Military Coalition

James P. Monahan  
Air Force Sergeants Association

Steve P. May  
American Military Society

Elwood R. Raphael Gray  
American Minority Veterans Research Project

W. W. W.  
Association of the United States Navy

Lynn A. Dask  
Commissioned Officers Association of the  
US Public Health Service

Wilbur B. Fisher  
Disabled American Veterans

Seldon H. Freedy  
Distinguished Flying Cross Association

Phyllis J. Collins  
Fleet Reserve Association

Seldon H. Freedy  
Jewish War Veterans of the USA

Steve L. Brooker  
Maryland Air National Guard Retirees'  
Association

Emmett R. Robert  
Maryland Veterans Chamber of Commerce

Robert J. Winton  
Military Officers Association of America

Charles E. Spahr  
Military Order of the Purple Heart

E. J.  
Montford Point Marines of America

M. L. Messer  
National Association for Black Veterans

Michael P. Hays  
Naval Enlisted Reserve Association

Christian Andreasen  
NOAA Association of Commissioned Officers

John S.  
Reserve Organization of America

Catherine L. McShaw  
Society of Military Widows

E. J.  
National Active and Retired Federal Employees  
Veterans Affairs Directorate, NARFE MD

M. Blackwell  
Veterans of Foreign Wars



# **Time to Serve Act Letter of Support SB 477 - Googl**

Uploaded by: June Chung

Position: FAV



**SB 477\_Commerce\_Time To Serve Act\_Support.pdf**

Uploaded by: Kevin Anderson

Position: FAV



Wes Moore | Governor  
Aruna Miller | Lt. Governor  
Kevin A. Anderson | Secretary of Commerce  
Signe Pringle | Deputy Secretary of Commerce

**DATE:** February 29, 2024  
**BILL NO:** Senate Bill 477  
**BILL TITLE:** Time To Serve Act of 2024  
**COMMITTEE:** Senate Finance  
**POSITION:** Support

The Maryland Department of Commerce (Commerce) supports Senate Bill 477 – Time To Serve Act of 2024.

**Bill Summary:**

Senate Bill 477 increases from 15 to 30 the maximum number of disaster service leave with pay days an employee in the Executive Branch may use in any 12-month period with supervisory approval. This bill also increases from 15 to 30 the maximum number of days of paid leave the Secretary of Budget and Management may provide to State employees for uniformed services training or active uniformed services duty in a reserve unit of the armed forces or organized militia.

**Background:**

Under current law, all employees, including temporary employees of the Executive, Judicial and Legislative branches of State government, including any unit with an independent personnel system, may be entitled to 15 days of disaster leave with pay. To qualify, the employee has to be certified by the American Red Cross as a disaster service volunteer and the American Red Cross has to request their services during a disaster that is designated in their regulations and procedures as a Level II or above. Employees who are a member of the Civil Air Patrol, United States Coast Guard Auxiliary, Maryland Voluntary Organizations Active in Disaster, a volunteer emergency medical services department, a volunteer fire department, a volunteer rescue company or volunteer rescue squad or a Community Emergency Response Team are also eligible for this paid leave benefit.

Additionally, under current law the Secretary of Budget and Management may provide up to 15 days of leave with pay for employees to participate in uniformed services training or active uniformed services duty in a reserve unit of the armed forces or in an organized militia. As an example, this benefit could be used by an employee who is a member of the National Guard or Reserves and must travel out of town for drill training once a month.

**Rationale:**

Increasing paid leave for State employees who volunteer for disaster service from 15 to 30 days ensures a greater pool of volunteers who can serve for a longer period of time should a disaster occur. Given the shortage of individuals trained in this service area, and the difficulty recruiting and retaining volunteers and emergency service professionals in the State, allowing the existing

volunteers to work longer simply makes sense. Employees who are not paid or have to use their leave benefits to volunteer are less likely to serve in this capacity.

Further, expanding the number of days of paid leave for State employees enrolled in the National Guard and Reserves for training and active duty ensures these individuals are fully supported by the State in both of their areas of service. State employees should not have to use their personal leave for time they spend meeting their military service obligations, thus resulting in having no leave available for their personal needs. Expanding paid leave to 30 days will align with their military service obligations. This policy change will also assist the State in being able to recruit qualified employees who serve in the National Guard and Reserves. Commerce has at least one employee who would be personally impacted by this legislation, and the Department has other roles and responsibilities that would benefit from having an individual with military service fulfill them.

Commerce respectfully requests a favorable report on Senate Bill 477.