



Senate Finance Committee

February 5, 2025

Senate Bill 355 – *Family and Medical Leave Insurance Program – Delay of Implementation*

POSITION: SUPPORT

On behalf of the LifeSpan Network, the Maryland Association of Adult Day Services, and the Maryland-National Capital Homecare Association, we support Senate Bill 355. This bill delays the implementation of the Family and Medical Leave Insurance Program for both employers' and employees' contributions to the Fund and for employees taking leave under the Program.

While we appreciate the Maryland Department of Labor's efforts to educate employers on the Program's requirements, we remain concerned that employers, particularly those in health care, struggle with funding and continued workforce challenges. Our collective organizations care for the most vulnerable residents of Maryland and are required to meet certain regulatory requirements in providing care. Implementing a new leave program before workforce challenges have been addressed risks exacerbating these challenges and placing additional strain on operations. Delaying implementation by two years will give the Maryland Department of Labor extra time to staff the unit to ensure proper implementation and allow entities additional time to address funding and workforce challenges. For these reasons, we urge a favorable vote.

For more information:

Danna L. Kauffman

Andrew G. Vetter

Christine K. Krone

(410) 244-7000