



Maryland Senior Citizens Action Network

MSCAN

AARP Maryland

Alzheimer's
Association,
Maryland Chapters

Baltimore Jewish
Council

Catholic Charities of
Baltimore

Central Maryland
Ecumenical Council

Church of the Brethren

Episcopal Diocese of
Maryland

Housing Opportunities
Commission of
Montgomery County

Jewish Community
Relations Council of
Greater Washington

Lutheran Office on
Public Policy in
Maryland

Maryland Association of
Area Agencies on Aging

Maryland Catholic
Conference

Mental Health
Association of Maryland

Mid-Atlantic LifeSpan

National Association of
Social Workers,
Maryland Chapter

Presbytery of Baltimore

The Coordinating
Center

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TESTIMONY IN OPPOSITION OF SB355- FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM – DELAY OF IMPLEMENTATION

Senate Finance Committee
February 5, 2025

The Maryland Senior Citizens Action Network (MSCAN) is a statewide coalition of advocacy groups, service providers, faith-based and mission-driven organizations that supports policies that meet the housing, health and quality of care needs of Maryland's low and moderate-income seniors.

Senate Bill 355 would delay the date of payment contributions and submission for claims (the start date of paid family and medical leave) by two years.

Older workers need paid leave to manage their own health while continuing to work. Labor force participation rates for both men and women over 65 have climbed in recent years, especially after the Great Recession.¹ At the same time, older adults are more likely to suffer from serious health conditions that require regular care.² In order for older workers to stay healthy and productive, they need to be able to take paid time away from work to manage their health.

As our population ages and life expectancy increases, more workers will take on caregiving roles for older family members. Family caregivers need paid leave to care for elderly parents and relatives that may be facing serious health conditions, such as stroke or cancer. In less than 15 years, the number of Marylanders who are 65 and older will grow by almost 30%, increasing the need for a paid family leave policy that addresses the needs of older adults in Maryland. Currently, one out of every four workers over 50 serve as a family caregiver, and access to paid family and medical leave is crucial for their financial security.³

Caring for an older family member can negatively impact an employee's work situation and health. Of caregivers who take time off, 48 percent report losing income.⁴ In addition, caregivers experience elevated levels of stress, depression, and chronic disease. Older adults and caregivers should not have to choose between treating a serious health condition or caring for a family member and maintaining their economic security.

Therefore, we cannot delay Paid Family and Medical Leave any further and we ask for an unfavorable report on SB355.

¹ US Census. 2018. American Community Survey.

² National Partnership for Women & Families. (2017, June). Our Aging, Caring Nation: Why a U.S. Paid Leave Plan Must Provide More Than Time to Care for New Children. Retrieved 20 December 2018, from <http://www.nationalpartnership.org/caregivingreport>

³ US Senate. Special Committee on Aging. America's Aging Workforce: Opportunities and Challenges.

⁴ Families and Work Institute. http://familiesandwork.org/site/research/reports/elder_care.pdf