TIME TO CARE:
A SAFETY NET FOR MARYLAND FAMILIES

The **Time to Care Act (HB 839 / SB 539)** will help Marylanders take time away from work to care for new babies, loved ones with serious health conditions or disabilities, or themselves. With their income partially replaced from an insurance fund into which they've paid, families are also better able to care for an aging parent or deal with a military deployment.

THE CHALLENGE

FEWER THAN 40% of U.S. workers have paid leave for short-term disabilities.

NEARLY 25% of women take 10 or fewer days of maternity leave, potentially putting themselves and their children at risk physically and emotionally.

3 OUT OF 4 new fathers take one week or less of leave when their babies are born.

ONLY 17% of U.S. workers have access to paid family leave.

THE SOLUTION: A NEW INSURANCE PLAN FOR FAMILIES

Employers and employees would contribute a small amount from each paycheck. (An average combined weekly contribution of $7.65 or .67% of payroll.)

State Family and Medical Leave Insurance Program (FAMLI) in the state Division of Unemployment Insurance will administer the fund.

Marylanders apply for benefit when they need to take leave from work for birth or adoption of child, illness, or caring for loved one.

FAMLI approves benefits (up to 12 weeks) for eligible Marylanders. Payments range from $50-$1,000/week depending on income.

Families use benefits to cover expenses while not being paid at work.

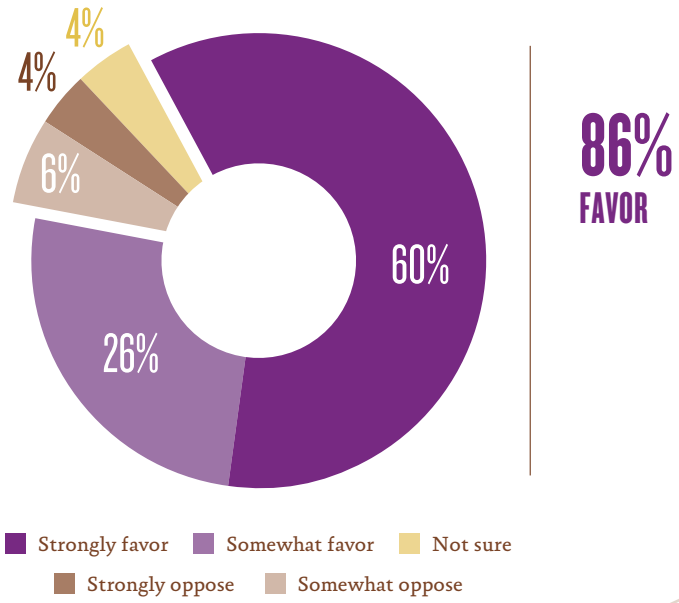
WE ALL BENEFIT

- **Maryland families** can meet their caregiving, employment, and financial commitments.
- **Businesses** can recruit and retain the best workers.
- **Taxpayers** save through reduced Medicaid spending, less reliance on social services, and lower unemployment.

MARYLAND VOTERS OVERWHELMINGLY SUPPORT PAID FAMILY AND MEDICAL LEAVE

86% of Maryland voters[1] favor creation of "a family and medical leave insurance program that would provide workers with partial wage replacement for up to 12 weeks when they need time away from work to care for a new child, seriously ill family member, or their own serious health condition."

In all regions and major jurisdictions, support for paid family and medical leave **never falls below 85%.** In Prince George's County, 94% of voters favor the proposal.



SUPPORT CROSSES PARTY LINES

	ALL VOTERS	DEMOCRATS	REPUBLICANS	INDEPENDENTS
FAVOR	86%	92%	78%	83%

EFFECT ON VOTING

2/3 OF VOTERS

would be more likely to vote for a legislator who voted

YES TO PASS THIS PROPOSAL

SUPPORT FOR HOW IT'S FUNDED

79%

of Maryland voters support the proposal when told it would be funded by an average cost to workers of

$3 to $5 per week

in payroll deductions.

[1] OpinionWorks conducted a total of 654 interviews statewide February 13-20, 2019, among randomly selected Maryland registered voters.

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