

PAID FAMILY & MEDICAL LEAVE



KEY PARTNERS

Time to Care Coalition

AARP

Maryland Family Network

Job Opportunities Task Force

THE PROBLEM

Marylanders can't take time away from work to care for new babies, aging parents, or time-intensive health needs of themselves or their loved ones without losing income.

THE PEOPLE

All Marylanders who work and who need time to care for relatives or themselves, especially new parents, people with chronic conditions, families of military personnel, low-income and part-time workers, small business employees, and self-employed people.

THE LEGISLATION

The Time to Care Act would provide replacement income to people who need to take up to 12 weeks off from work to take care of themselves or their families. The public insurance fund would collect small contributions from both employees and employers.

THE LEGISLATORS

- Senate Finance Committee, Chair: Delores Kelley (Baltimore County)
- House Economic Matters Committee, Chair: Dereck Davis (Prince George's)
- Expected Champion: Delegate Ariana Kelly (Montgomery)

While legislative details are still being determined, we expect paid leave to be an important issue for our partners in 2020.

PAID FAMILY & MEDICAL LEAVE

JUFJ'S ANALYSIS

Nobody should have to choose between their job and caring for their family. This bill will help hundreds of thousands of people statewide, especially those with low-paid or part-time employment who often have fewer financial resources to cope with extended or unexpected medical needs.

- Opportunities this legislative session:
 - General Assembly leadership has said this legislation has a good chance of moving forward before the 2022 election, but they need to see strong community support to move it.
 - This issue is winnable, if not this year, then in the next few years.
- Challenges this legislative session:
 - Opponents of this bill may include local government, the Small Business Association, and the Restaurant Association.
 - This campaign may be challenging to message because the details of establishing an insurance fund are complicated.
- JUFJ's Role:
 - JUFJ was a lead organization in the successful campaign to pass Paid Family and Medical Leave in Washington, DC and is now working on strong implementation of the policy.
 - JUFJ has a track record of engaging our grassroots base to win important labor reforms in Maryland, including Earned Sick and Safe Leave and the \$15 Minimum Wage.

NOTES