

# 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

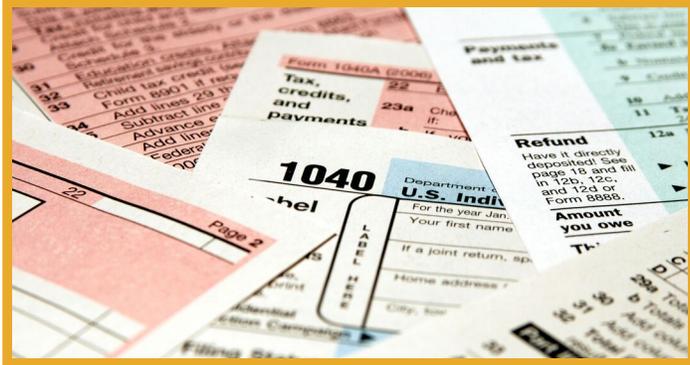
## JUFJ'S ANALYSIS

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

# FAIR TAXES FOR ALL



## KEY PARTNERS

Progressive Maryland  
Maryland State Education Association  
Communities United  
SEIU Local 500  
CASA  
Unite Here (25 and 7)

## THE PROBLEM

Maryland doesn't have enough money to pay for vital services and programs. Many wealthy corporations and individuals pay little to no state income taxes, leaving low- and middle-income families to foot the bill.

## THE PEOPLE

All Maryland residents and taxpayers. Unfair taxation benefits the rich and large corporations at the expense of everyone else in the state.

## THE LEGISLATION

- Require large multi-state corporations to pay their share of state tax through “combined reporting” and revising the “throwback rule” (estimated \$135.4 million).
- Close the pass-through Limited Liability Company (LLC) loophole (estimated impact \$124 million).
- Stop ineffective tax expenditures (estimated impact \$617 million).
- Restructure personal income tax brackets and rates (estimated impact \$689 million).
- Add a capital gains surtax (estimated impact \$66-96 million).
- Reverse the estate tax giveaway (estimated impact \$137 million).

## THE LEGISLATORS

- Senate Budget and Taxation Committee, Chair: Nancy King (Montgomery)
- House Ways and Means Committee, Chair: Anne Kaiser (Montgomery)
- Expected Champions: Delegates David Moon and Julie Palakovich Carr (Montgomery)

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

# FAIR TAXES FOR ALL

## JUFJ'S ANALYSIS

Our current tax system worsens income inequality and gives a free ride to many who should pay their fair share to fund essential services.

- Opportunities this legislative session:
  - This session the legislature is likely to be laser-focused on finding new revenue to fund the Kirwan Commission recommendations to dramatically improve schools and reduce school inequity state-wide.
- Challenges this legislative session:
  - We will face opposition from large corporations and their lobbyists, plus wealthy individuals who don't want to pay their fair share.
- JUFJ's Role:
  - Members of the coalition are planning public events to raise awareness about corporate welfare in Maryland. JUFJ can engage our community in those events, and create other opportunities to educate our community about this issue.

## NOTES

# RENTERS' RIGHTS



## KEY PARTNERS

Renters United Maryland  
Communities United  
Montgomery County Renters Alliance  
Public Justice Center

## THE PROBLEM

Renters have little agency when faced with threats to their health, safety, and housing stability. They face steep barriers to accessing justice through the courts.

## THE PEOPLE

All renters in Maryland, especially those living in poverty. People facing eviction are overwhelmingly women, people of color, and households with children.

## THE LEGISLATION

- Clearly define “rent” as only fixed costs. Currently, landlords who define “rent” to include variable costs (utility bills, fees, etc.) can quickly and unfairly evict renters because of unpredictability and lack of transparency.
- Help renters report unsafe conditions, make landlords fix them, and expand access to escrow to limit rent that renters have to pay to their landlords until repairs are made.
- Provide the right to legal counsel for renters in Rent Court, which significantly increases success rate of defenses.
- Require landlords to provide tenants with a legal justification (a “just cause”) for eviction or refusal to renew a lease. This bill affects only Montgomery County.

## THE LEGISLATORS

- House Environment & Transportation (E&T) Committee, Chair: Kumar Barve (Montgomery)
- E&T Housing and Real Property Subcommittee, Chair: Marvin Holmes (Prince George’s)
- Senate Judicial Proceedings Committee, Chair: Bobby Zirkin (Baltimore County)
- Expected Champions: Delegates Sara Love, Vaughn Stewart, Jheanelle Wilkins (Montgomery) and Melissa Wells (Baltimore City); Senators Jill Carter, Mary Washington (Baltimore City) and Susan Lee (Montgomery)

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

# RENTERS' RIGHTS

## JUFJ'S ANALYSIS

All people have a right to live in safe and stable housing. These bills will help give tenants a fair chance in the Rent Court system to resolve financial, maintenance, and safety issues. This will help to significantly reduce evictions. Reducing unjust evictions not only benefits renters, but the entire community by reducing homelessness and transience.

- Opportunities this legislative session:
  - Landlords and renter advocates are in formal negotiations over the definition of "rent."
  - The Montgomery County delegation supports the "Just Cause Eviction" bill.
- Challenges this legislative session:
  - We will face strong opposition from the powerful landlord lobby.
  - Delegate Kumar Barve opposes the Just Cause Eviction bill. He is a member of the Montgomery County delegation and chairs the House committee that hears housing bills.
- JUFJ's Role:
  - JUFJ is a lead partner organization in the Renters United Maryland coalition, providing facilitation, administrative, and communications support in addition to our advocacy.
  - JUFJ is one of the few grassroots organizations with statewide reach to work on renters' rights issues, and has played a key role in stopping destructive legislation in past years.

## NOTES

# IMMIGRANT JUSTICE



## KEY PARTNERS

CASA  
ACLU  
Congregation Action Network  
Do the Most Good  
State Immigration Justice Coalition

## THE PROBLEM

State law enforcement collaboration with ICE terrorizes immigrants, erodes their trust in state institutions, and makes communities less safe. Maryland Dreamers are forced to pay out-of-state tuition at public universities and colleges.

## THE PEOPLE

Undocumented Marylanders, their families, and our communities as a whole. Undocumented students who graduated from high school or college in Maryland.

## THE LEGISLATION

- The Trust Act will prevent law enforcement and corrections officers from cooperating with ICE on arrests and detentions.
- Overriding Governor Hogan's veto of the strengthened Dream Act will allow undocumented Marylanders to pay in-state tuition at state colleges and universities.

## THE LEGISLATORS

- Trust Act:
  - Senate Judicial Proceedings Committee, Chair: Bobby Zirkin (Baltimore County)
  - House Judiciary Committee, Chair: Luke Clippinger (Baltimore City)
  - Expected Champions: Senator Will Smith and Delegate David Moon (Montgomery)
- Strengthening the Dream Act:
  - Senate Education, Health, and Environmental Affairs Committee, Chair: Paul Pinsky (Prince George's)
  - House Ways and Means Committee, Chair: Anne Kaiser (Montgomery)
  - Expected Champions: Delegates Eric Luedtke (Montgomery) and Joseline Peña-Melnyk (Prince George's and Anne Arundel)

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

# IMMIGRANT JUSTICE

## JUFJ'S ANALYSIS

All people have a right to be safe and to thrive in our state, regardless of immigration status or documentation. The Trust Act will help keep families together by preventing law enforcement from holding people for ICE. The stronger Dream Act will remove unfair financial barriers to quality education for Dreamers.

- Opportunities this legislative session:
  - Many local jurisdictions have passed Trust Acts by executive orders or legislation, including Baltimore City and County, Montgomery County, DC, and Fairfax County (Virginia).
  - JUFJ and partners have been organizing in Howard County, a key jurisdiction to move the Trust Act.
  - The strengthened Dream Act passed last session with 32 votes in the Senate and 92 votes in the House, well over the 3/5 vote required to override a veto.
- Challenges this legislative session:
  - Senator Bobby Zirkin, Chair of the committee that considers this bill, has blocked the Trust Act in past years.
  - Governor Hogan's allies will seek to uphold his veto of the stronger Dream Act.
- JUFJ's Role:
  - The Jewish community is deeply invested in the issue of immigrant justice, and we can mobilize large numbers of people to take action on these issues.
  - Anti-immigrant forces are continuing to organize, and our partners are looking for our help to counter their messages of fear and exclusion.

## NOTES

# POLICE REFORM



## KEY PARTNERS

ACLU  
NAACP Legal Defense Fund  
CASA  
Out for Justice  
Campaign for Justice Safety and Jobs  
Silver Spring Justice Coalition

## THE PROBLEM

Maryland laws have created a system that prevents the public from holding accountable police officers who brutalize and mistreat people.

## THE PEOPLE

People hurt by police, particularly Black and Brown individuals, immigrants, LGBTQI+ people, and those experiencing mental health crises.

## THE LEGISLATION

- Remove legal barriers that prevent public access to records of police misconduct.
- Ensures public participation in holding police officers accountable for abuse and brutality.

## THE LEGISLATORS

- Senate Judicial Proceedings Committee, Chair: Bobby Zirkin (Baltimore County)
- House Judiciary Committee, Chair: Luke Clippinger (Baltimore City)
- Expected Champions: Delegates Erek Barron (Prince George's) and Gabriel Acevero (Montgomery); Senator Jill Carter (Baltimore City)

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

# POLICE REFORM

## JUFJ'S ANALYSIS

Law enforcement should serve and protect all Marylanders, not target them with violence and over-policing. When police commit acts of violence, they should be accountable to the people. Under the Maryland Public Information Act (MPIA) disciplinary records of police may not be released, which prevents effective accountability and discipline for police officers.

- Opportunities this legislative session:
  - In 2019, MPIA legislation got further than ever before. A group of legislators is working on this issue between sessions.
  - The ACLU says that reforming the MPIA will be a priority this session. California's law can be a model for categorizing disciplinary records as “may be released.”
  - Montgomery County and Baltimore coalitions are working together on police reform for the first time since 2016, and a Prince George’s County coalition may join the efforts as well.
- Challenges this legislative session:
  - Changes to the MPIA will have to go through the Senate Judicial Proceedings Committee. In the past, Committee Chair Senator Bobby Zirkin has blocked efforts to reform the MPIA.
- JUFJ’s Role:
  - JUFJ is one of two organizations, along with CASA, that is part of both the Montgomery County and Baltimore police reform coalitions, putting us in a position to support statewide collaboration on this issue.

## NOTES

# REAL CRIMINAL JUSTICE



## KEY PARTNERS

Out for Justice  
ACLU

## THE PROBLEM

- Marylanders are unjustly and wrongfully incarcerated.
- People who have been incarcerated face marginalization, perpetual punishment, and barriers to housing and employment.

## THE PEOPLE

Returning citizens, their families, their communities, and everyone who faces undue social and financial hardship as a result of their contact with the Maryland criminal justice system. Our racist justice system disproportionately targets Black and Brown people.

## THE LEGISLATION

- Create women's pre-release facilities.
- Expand the charges that are eligible for expungement.
- Prohibit interrogations of young people without their guardians or lawyers present.
- Compensate victims of wrongful conviction and confinement.

## THE LEGISLATORS

- Senate Judicial Proceedings Committee, Chair: Bobby Zirkin (Baltimore County)
- House Judiciary Committee, Chair: Luke Clippinger (Baltimore City)
- Expected Champions: Delegates Charlotte Crutchfield (Montgomery) and Brooke Lierman (Baltimore City); Senators Jill Carter and Mary Washington (Baltimore City)

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

# REAL CRIMINAL JUSTICE

## JUFJ'S ANALYSIS

All people deserve dignity and respect, whether they are incarcerated or not. Nobody should be unjustly imprisoned, and nobody should be stigmatized because of their imprisonment. We need to support Marylanders returning from incarceration into society.

- Pre-release programs help soon to be released people secure employment, treatment, and family support. Maryland has nine of these facilities for men and none for women.
- Most charges that do not lead to conviction can be expunged. If someone is charged with a group of crimes (a "unit") and convicted of just one, none of the charges can be expunged.
- Officers in Maryland can interrogate a child and decide if that child understands their rights. Children should have a lawyer/guardian with them instead of relying on the judgement of police.
- Opportunities this legislative session:
  - The pre-release program legislation will be introduced for the third year in a row.
  - There is momentum in Annapolis for juvenile justice reform. Last session's bills limiting solitary confinement for minors had overwhelming bipartisan support. We have heard that Senator Bobby Zirkin is open to additional protections.
- Challenges this legislative session:
  - We expect opposition from the Fraternal Order of Police and Governor Hogan.
  - Juvenile interrogation legislation is in its first year; most bills take multiple years to pass.
- JUFJ's Role:
  - JUFJ centers the voices of people most affected by racial and economic inequity. Out for Justice is largely made up of people who have been directly affected by interactions with the criminal justice system. Partnering with Out for Justice helps JUFJ live our values and builds the power of our partners by amplifying the powerful work they are doing.
  - In addition to lobbying in Annapolis, Out for Justice has said that JUFJ would be a valuable ally in research and data gathering.

## NOTES

# SIGN-ON ISSUES

In addition to our four priority issues for the 2020 Maryland General Assembly, JUFJ will sign onto additional issues that reflect our values and are important to our allies at a lower intensity.

The two issues that are not selected as priority issues at the Maryland Statewide Kickoff on October 6 will be added to this list of sign-on issues. Additional issues will be added to the list after being evaluated by our statewide strategy teams.

## **DEFEND SICK LEAVE**

We expect an attack on the earned sick and safe leave bill that was passed and vetoed in 2017, which went into effect in February 2018 after the veto was overridden. 700,000 working people in Maryland are covered by the earned sick and safe leave law. Defense will focus on preventing the following weakening provisions:

- An effort by Johns Hopkins University, LifeBridge Health, and Horseshoe Casinos to penalize use of sick leave.
- An effort by local educational agencies to exempt substitutes from sick leave, likely led by Montgomery County.
- An effort by the Chamber of Commerce/tourism lobby to exempt seasonal workers by extending eligibility to kick in after 120 days.

Key Partners: Working Matters Coalition, Job Opportunities Task Force, Public Justice Center

## **NO MANDATORY MINIMUM SENTENCES**

Governor Hogan wants to pass new mandatory minimum sentencing requirements for gun offenses. This would disproportionately target young people of color, trapping them in a criminal justice system that destroys lives and does not make our communities safer.

- Governor Hogan was successful in passing new mandatory minimums two sessions ago.
- JUFJ and other advocates were able to successfully block new mandatory minimums last year.

Key Partners: Job Opportunities Task Force, Out For Justice, ACLU, Maryland Office of the Public Defender, and Leaders of a Beautiful Struggle

While legislative details are still being determined, we expect these issues to be important for our partners in 2020.

# SIGN-ON ISSUES

## REFORM SOLITARY CONFINEMENT

Solitary confinement (called "restrictive housing" in Maryland) is a form of physical and psychological torture that is used as a routine punishment for incarcerated people. This disproportionately affects poor people and people of color. Maryland uses restrictive housing more than any other state in the nation. New legislation would severely limit the use of solitary confinement in Maryland prisons.

- Last year we and our partners successfully passed new restrictions limiting solitary confinement for pregnant women and minors.
- Additional new restrictions did not pass the legislature.

Key Partners: MD Prisoner's Rights Coalition, Interfaith Action for Human Rights, and ACLU.

## HOME ACT

Landlords can refuse to rent to someone because they use vouchers to pay rent. This traps people who don't have money into a cycle of poverty and unsafe housing, especially people with disabilities, elderly people, veterans, and families who can't afford rent. This bill would prohibit landlords from turning away prospective tenants based on the source of income they are using to pay rent.

- After a decade of advocates and legislators working on this legislation, there is strong momentum to finally pass it this session.

Key Partners: Homeless Persons Representation Project and Public Justice Center

## NOTES