

# PAID FAMILY & MEDICAL LEAVE

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FOR JUSTICE**

THINK JEWISHLY. ACT LOCALLY.



## KEY PARTNERS

Time to Care Coalition, including:

AARP

Catholic Charities

Job Opportunities Task Force

Maryland Family Network

SEIU

*Whoever withholds an employee's wages, it is as though they have taken the person's life from them.*  
– Babylonian Talmud, Bava Metzia 112a

Nobody should have to choose between their job and caring for their family. Nearly everyone needs time away from work at some point to care for a relative, deal with a serious personal illness, or welcome a baby, but many Marylanders can't afford to take unpaid leave. Rabbi Hillel teaches us that we can't separate ourselves from our community; we all have a responsibility for each other's wellbeing and care. We must make sure that all people can take time care for their families and attend to their own health.

## WHO'S IMPACTED

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. Black and Latinx communities are disproportionately unable to take time off to care for themselves or family members.

## KEY COMMITTEES

- Senate Finance (FIN), Chair: Delores Kelley (Baltimore County)
- House Economic Matters (ECM), Chair: Dereck Davis (Prince George's)

## LEGISLATIVE DETAILS

The Time to Care Act would establish a Family and Medical Leave Insurance (FAMLI) program through which employees may take up to 12 weeks of paid leave from work to care for the birth, adoption, or fostering of a child; to provide care to themselves or family members with serious health or medical conditions; or to address needs resulting from a military family member's deployment. The program's funding comes from employees and employers each making a 0.75% mandatory contribution from each paycheck. Lost wages are not replaced dollar for dollar, but lower wage workers will receive a higher percentage of their income. The bills sponsors are Senator Antonio Hayes (Baltimore City) and Delegate Kris Valderrama (Prince George's County).

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