

PAID FAMILY & MEDICAL LEAVE

**JEWES UNITED
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. The 5th of the 10 commandments helps lay the groundwork in Judaism for the principle that family comes first. Today's Jewish life is organized as much around the family and the home as around the synagogue or any other institutions. No matter what your family looks like – whether it is a family that you grew up in, a family you have created with your partner(s) and child(ren), or a chosen family of friends – family is where we celebrate holidays, nurture, mourn, learn, and more.

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. Our Torah understands this reality, and our sacred texts implore employers to do right by employees. When working people lose the income they need to sustain and care for themselves or their families, that loss is a threat to their very existence. The Jewish sage Hillel taught that we can't separate ourselves from our community; we all have a responsibility for each other's wellbeing.

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.

November 2021

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KEY COMMITTEES

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

LEGISLATIVE DETAILS

- The Time to Care Act would establish a Family and Medical Leave Insurance (FAMLI) program so employees could take up to 12 weeks of paid leave from work to care for the birth, adoption, or fostering of a child; to care for 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 making a 0.75% mandatory contribution each pay period, split evenly between the two (0.375% each). 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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