



Testimony in Support of House Bill 341

Labor and Employment – Family and Medical Leave Insurance Program – Establishment, “Time to Care Act of 2019”

TO: Chair Davis, and Members of the House Economic Matters Committee
FROM: Demaune Millard, President & CEO, Family League of Baltimore
DATE: February 12, 2019

Family League of Baltimore (Family League) supports House Bill 341 establishing the Family and Medical Leave Insurance Program and providing paid family leave allowing workers to take the time they need to care for children, parents, or loved ones. Under HB 341 paid leave would be made available to Maryland workers for up to 12 weeks following the birth or adoption of a child and when needed to provide care for a family member or oneself. The leave would be funded through an insurance pool into which workers and their employers contribute.

Nationally, if women participated in the U.S. labor force at the same rates as women in countries with paid leave, our economy would benefit from more than \$500 billion in additional economic activity each year.¹ In Maryland, there is an 11-percentage point gap in labor force participation between men and women, in part because the United States lacks family friendly policies.² Additionally, women in Maryland make up nearly half of the state’s labor force (49%), and one-third of its business owners (33%).³ For families of color, parenting women workers’ wages often support their household – 80% of Black mothers and 51% of Latina mothers are key family breadwinners.⁴ Paid leave means people – especially women – aren’t forced to leave the labor force to care for their families or health, reducing turnover for employers and boosting the economy.

As the designated Local Management Board for the City of Baltimore, Family League’s mission is to serve as an architect of change by promoting data-driven, collaborative initiatives and aligning resources to create lasting outcomes for children, families and communities. This work is guided by the State’s Child Well-being

¹ U.S. Department of Labor. (2015, September 4). *The Cost of Doing Nothing: The Price We All Pay Without Paid Leave Policies to Support America’s 21st Century Working Families*. <https://www.dol.gov/wb/resources/cost-of-doing-nothing.pdf>

² U.S. Bureau of Labor Statistics. (2018). *Employment status of the civilian noninstitutional population in states by sex and intermediate age, Preliminary 2017 annual averages*. <https://www.bls.gov/lau/ex14tables>

³ U.S. Census Bureau. (2018). *American Community Survey 1-Year Estimates 2017, Geographies: All States within United States and Puerto Rico, Table DP03: Selected Economic Characteristics*.

https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_17_1YR_DP03&prodType=table

⁴ Anderson, J. (2016, September 8). *Breadwinner Mothers by Race/Ethnicity and State*. *Institute for Women’s Policy Research Publication*. <https://iwpr.org/publications/breadwinner-mothers-by-raceethnicity-and-state>; “Key breadwinner” means a single mother who heads a household or a married mother who contributes 40 percent or more of the couple’s joint earnings. Nationally, 81 percent of Black mothers are key breadwinners; 67 percent of Native American mothers are key breadwinners; 60 percent of mothers identifying as multiracial or “other” race are key breadwinners; 53 percent of Latina mothers are key breadwinners; 50 percent of white mothers are key breadwinners; and 44 percent of Asian mothers are key breadwinners.

Results Areas. We support HB 338 in particular due to its alignment with these results areas by working to ensure that “Babies are Born Healthy,” “Children are Healthy,” and “Families are Safe and Economically Stable.”⁵

For more information contact Matt Quinlan, Public Policy Manager: mquinlan@familyleague.org

⁵ Maryland Governor’s Office for Children. “Maryland’s Child Well-Being Scorecard.” <https://goc.maryland.gov/reportcard/>