



Time to Care Act SB 539 / HB 839 - Summary

The "Time to Care Act" establishes a Family and Medical Leave Insurance (FAMLI) program through which employees may take up to 12 weeks of paid leave from their jobs to care for new children, other family members with serious health conditions or disabilities, or themselves.

The program provides wage replacement during the leave period ranging from \$50 to \$1000 per week. The benefit level is calculated based on the employee's weekly wage and the State's average weekly wage. In general, the amount received by low-income employees reflects a higher percentage of their total wages.

Wage replacement benefits are drawn from a fund pool into which employers and employees contribute. Contributions are mandatory and are calculated based on the employee's wages.

The FAMLI program is supervised by the State Department of Labor (DLR) and administered by Division of Unemployment Insurance (UI). (FAMLI and UI are conceptually and administratively similar.)

The rates of employee and employer contributions to the FAMLI insurance pool must be sufficient to fund the benefits and administer the program. Experience from other states suggests that the shared contribution will total approximately 0.67% of the employee's wages.

An employee is eligible for FAMLI benefits if the employee:

- Is caring for a newborn child or child newly placed for adoption or foster care;
- Is caring for a family member with a serious health condition or disability;
- Has a serious health condition that makes the employee unable to perform his or her job;
- Is caring for a military service member who is next of kin;
- Has a specified need resulting from the military deployment of a family member.

The definition of "family member" mirrors the definition in the Maryland Healthy Working Families Act of 2017 and includes: a child, parent, spouse, grandparent, grandchild, or sibling. (Adoptive, foster, guardianship, in loco parentis, and step-relationships are included in these categories.)

For more information, please visit timetocare.net.

