



# Meet Your FAMLI

Maryland's Family and Medical  
Leave Insurance



DEPARTMENT OF LABOR

[paidleave.maryland.gov](https://paidleave.maryland.gov)

November 20, 2024

# Agenda



What is FAMLI?



How does FAMLI work?



What can you do now?

*The information provided in this presentation is not, and should not be considered, legal advice and is provided based on the information available at the time of this presentation. The information herein does not bind the Maryland Department of Labor. If you need a legal opinion, please seek professional legal counsel.*







# What is FAMLI?

Starting in 2026, the Maryland Family and Medical Leave Insurance (FAMLI) system will ensure workers are able to:

- take time away from work;
- receive job protection;
- and earn up to \$1000 a week

for up to 12 weeks continuously or on an intermittent basis.

# Life events covered by FAMLI



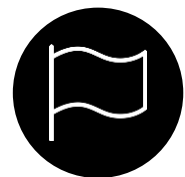
Welcoming a child



The employee's own serious health condition



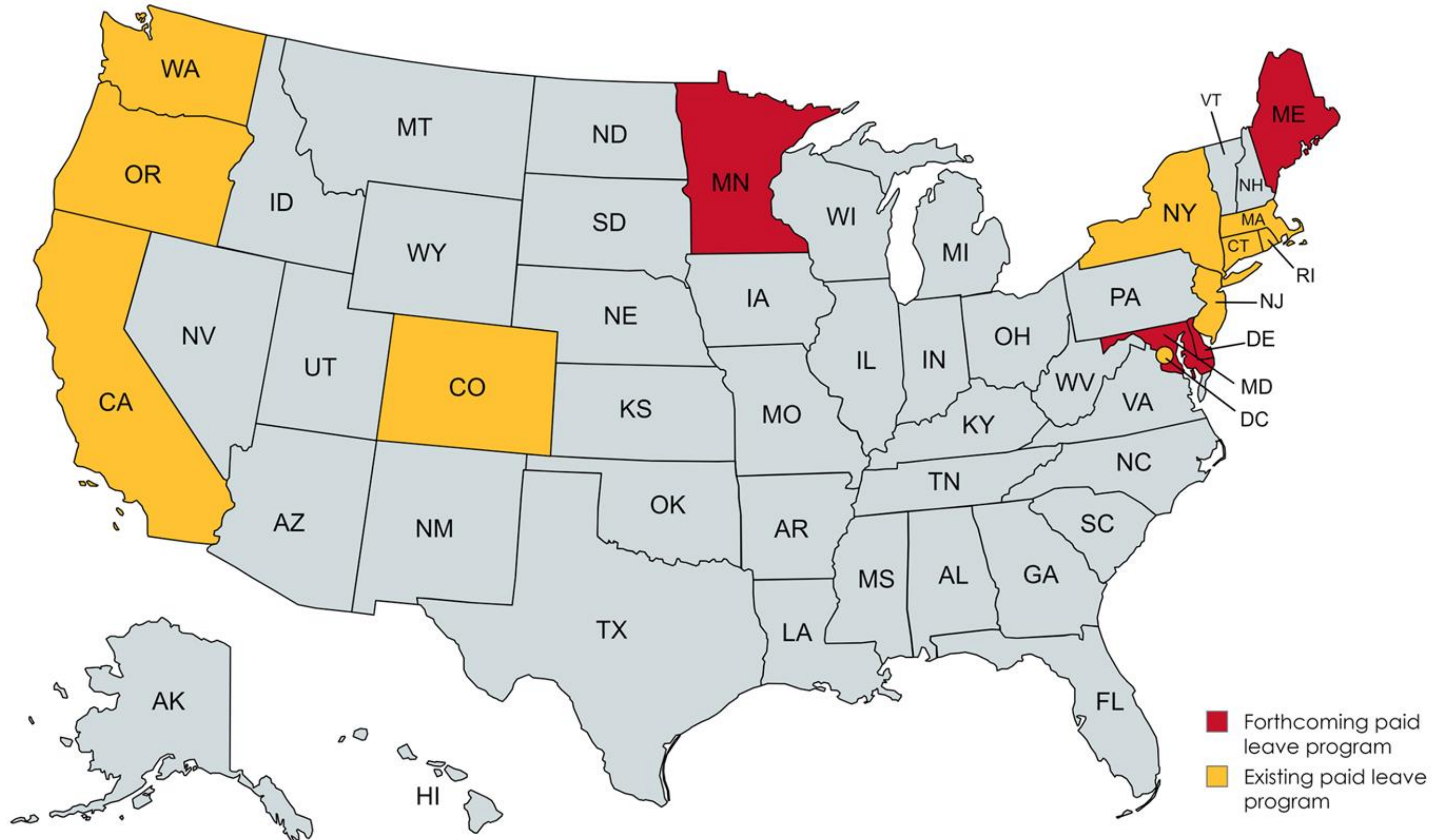
Caring for a family member with a serious health condition



A family member's military deployment



# The bigger FAMLI portrait





# Benefits for Employers



Greater cost predictability



Higher workforce attachment



A more even playing field for small businesses



Boosted morale, reduced turnover and increased productivity



# Key milestones

**Regulations  
published**



**Fall 2024**

**State Plan contribution  
period begins**



**July 1, 2025**

Declaration of  
Intent process  
opens

May 1, 2025

First report and  
payment sent  
to the State

October 2025

**Benefits  
begin**



**July 1, 2026**

# FAMLI is familiar...

FMLA and FAMLI	
Qualifying events are the same	
Leave can be taken consecutively or intermittently	
Health benefit continuation	
FMLA	FAMLI
Job protection	Job protection (limited exceptions)
12 week annual limit	12 week annual limit (with one exception)



# ...and different

FMLA	FAMLI
Federal law	State law
Unpaid (and unfunded)	Paid (and funded)
Eligibility is position based	Eligibility is employee based
Limited definition of “family member”	Expanded definition of “family member”
Employer processes request	State processes claim (unless participating in a private plan)

# What employers will participate?

All employers--regardless of payroll size--will be required to provide their employees paid family and medical leave insurance.

There are no exemptions.

# What is my contribution?

**Employers  
with 15 or  
more  
employees**

Contribute  
0.45% of  
wages

**Employers  
with 14 or  
fewer  
employees**

Exempt  
from paying  
0.45% of  
wages

**Self-  
employed  
individuals**

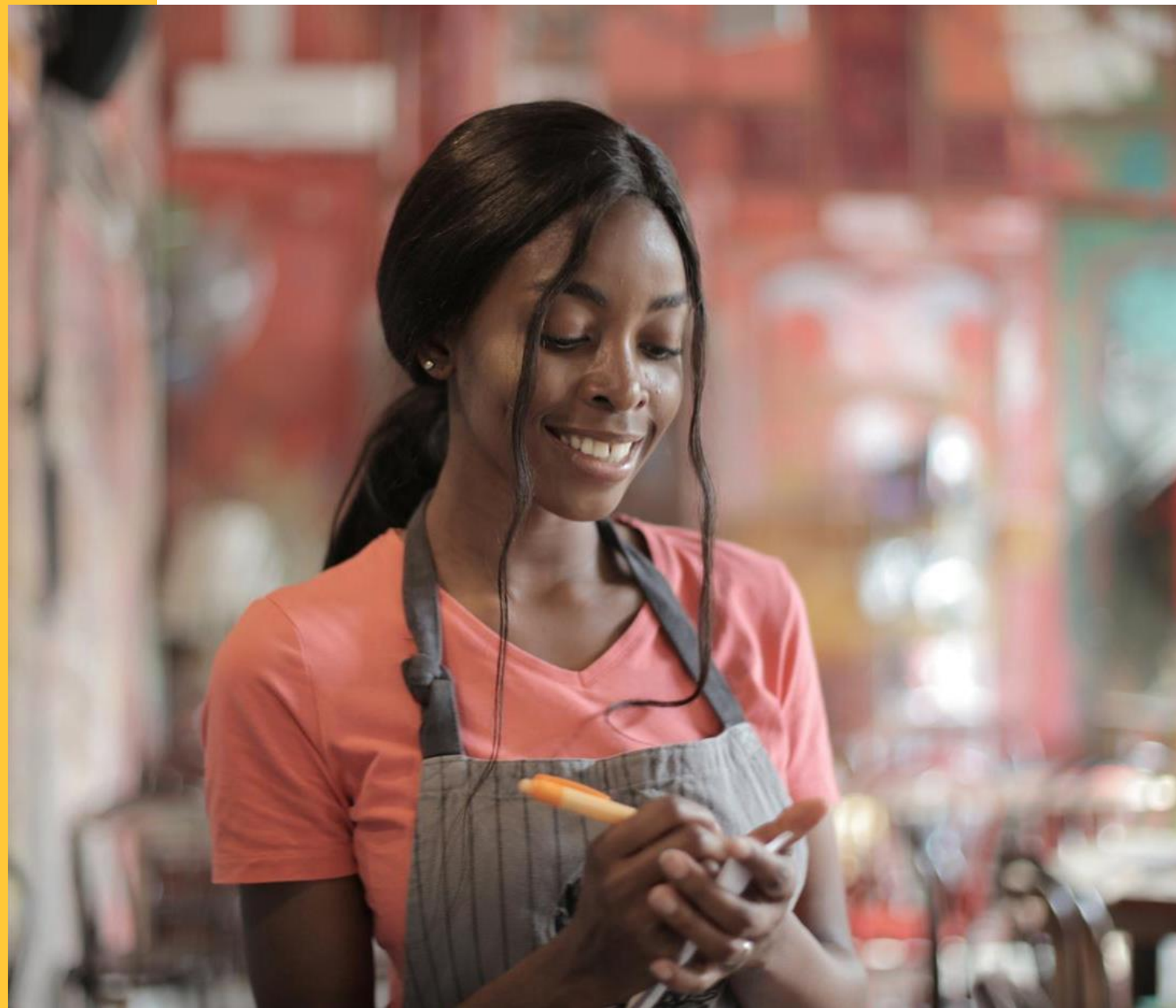
Participation  
is optional at  
0.9% of  
wages

**All  
Maryland  
employees**

Contribute  
0.45% of  
wages

Employers may choose to pay the full contribution amount. Please note, there may be tax implications for doing so. Employers should consult with a tax professional.





# Which employees will contribute?

All employees localized in Maryland.

# Which workers will be eligible for benefits?

Anyone who works at least 680 hours in a position based in Maryland over the previous four reported calendar quarters will be eligible for benefits.



# How does FAMLI interact with employer provided time off?

Employers can not require workers to use employer provided time off before or while using paid family and medical leave.

However, an employer and worker can agree to use employer provided time off to “top off” the FAMLI benefit.



# What if I already offer parental leave?

Some employers provide leave specifically designed to cover a FAMLI qualifying event, such as parental leave. The Division is referring to that leave as **Alternative FAMLI Purpose Leave (AFPL)**.

If you offer AFPL, you can require your employees to take AFPL concurrently with FAMLI leave.

# Are there notification requirements?

An employer will need to provide notice to employees:



At the time of hire



Annually

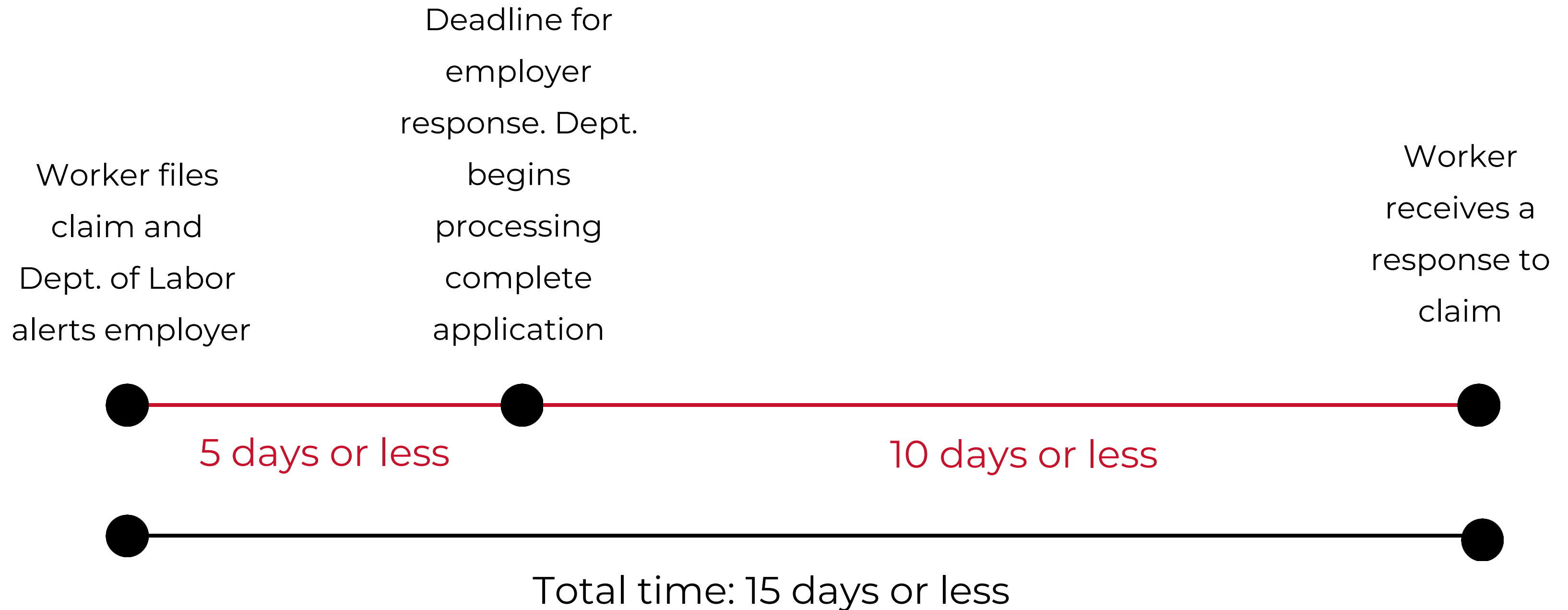


When the worker indicates they wish to claim paid family and medical leave



When the employer knows that the leave may be for a covered reason

# What happens when a worker files a claim?







# The State Plan

After registration, employers will be automatically enrolled into the **State Plan**, which will provide a seamless way to comply.

The State will:

- collect contributions;
- process applications; and
- issue benefits.

# Private plans

An employer could seek approval for a **commercial** or **self-insured** plan.

Commercial and self-insured plans must offer benefits and protections that are the same as or better than the State Plan. Commercial plans must also comply with the insurance code.

The Department can set reasonable fees for employers seeking private coverage options. Employers can avoid the fee by participating in the State Plan.

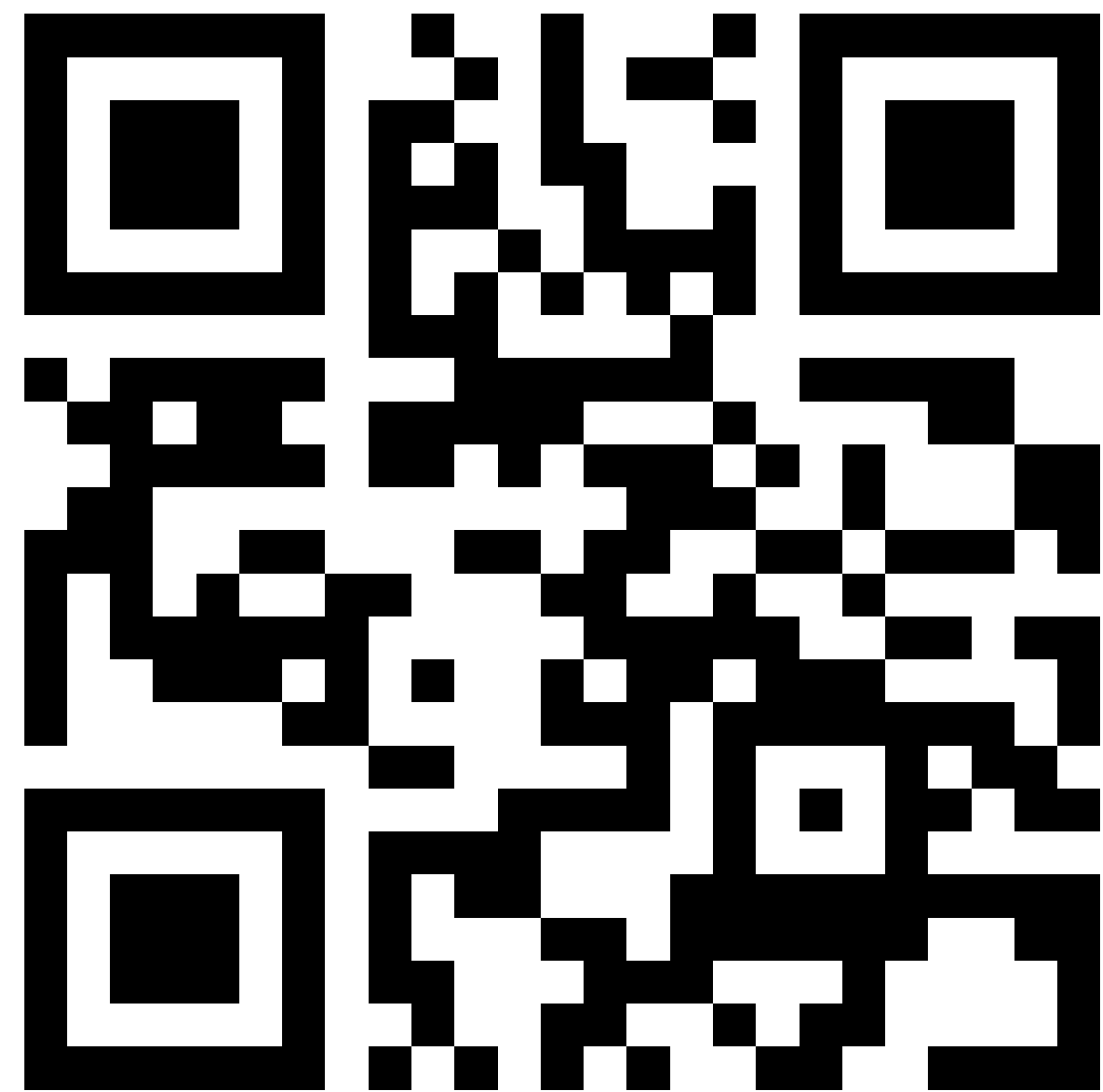
Employers with private plans will be required to submit quarterly wage and hour reports and claims data.



# What can I do now?

- ✓ Sign up to receive emails from the FAMLI team by visiting **[paidleave.maryland.gov](https://paidleave.maryland.gov)**
- ✓ Begin including FAMLI contributions in future budget planning
- ✓ Start thinking about how your existing benefits may interact with FAMLI
- ✓ After registration, all employers will automatically be enrolled in the State Plan. You can think about whether you'd like to explore private plans.





# Stay up to date

[paid.leave@maryland.gov](mailto:paid.leave@maryland.gov)



[paidleave.maryland.gov](http://paidleave.maryland.gov)



We hope you join us in making FAMLI a  
success in Maryland!



**Questions?**