

Meet Your FAMLI

Maryland's Family and Medical
Leave Insurance

September 2, 2026



Agenda

1 What is FAMLI?

2 How does FAMLI work?

3 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?

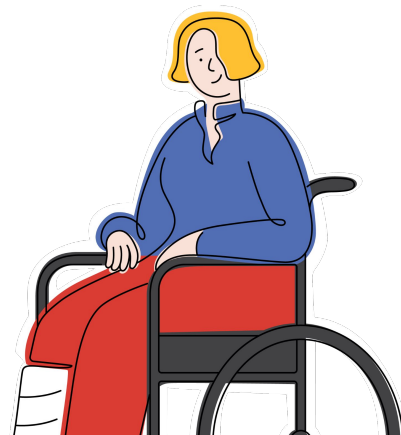


Paid family and medical leave is coming to Maryland

Starting in 2028, the Maryland Family and Medical Leave Insurance (FAMLI) program will ensure employees are able to:

- **take time away from work;**
- **receive job protection;**
- **and earn up to \$1,000 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



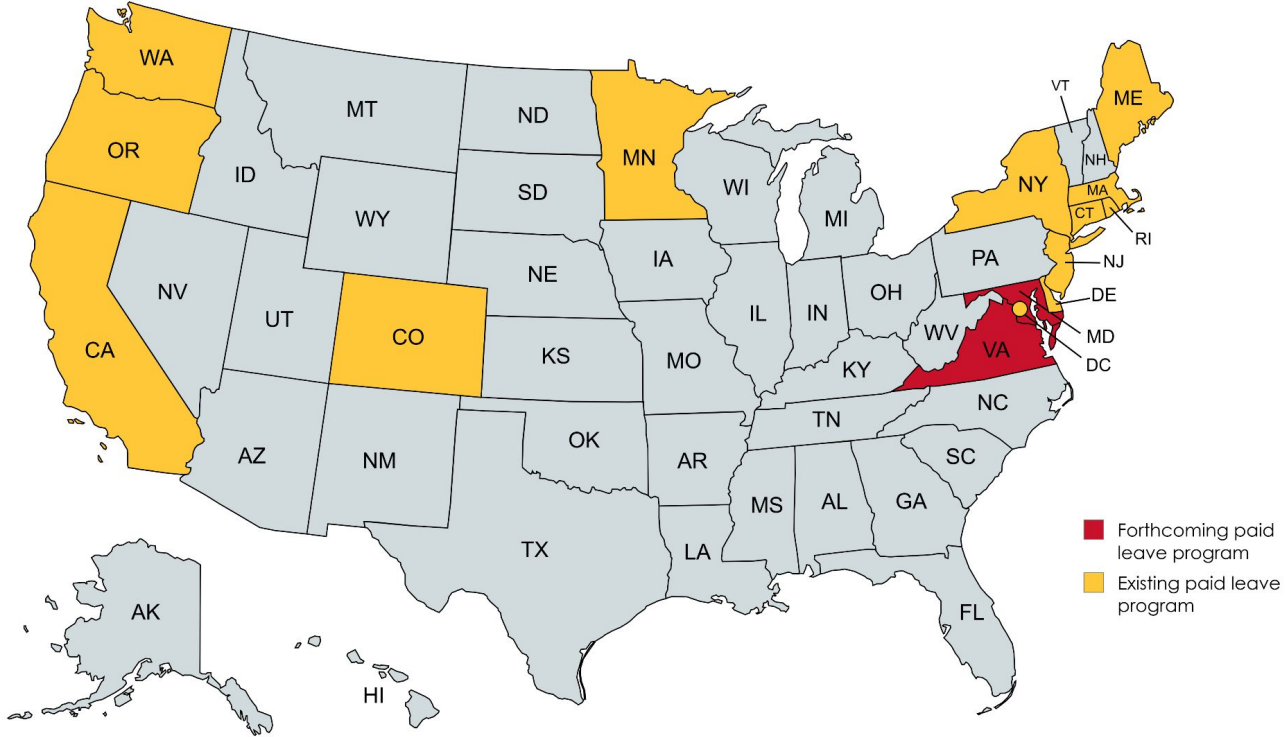
Preparing for a family member's deployment

Definition of family member

FAMLI defines “family member” as:

- **Your child:** includes biological, adopted, foster, stepchildren, or any child you care for legally or as a guardian—even if they’re an adult.
- **Your parent:** includes biological, adoptive, foster, stepparents, or in-laws as well as anyone who acted as a parent to you or your spouse when you were a child.
- **Your spouse or domestic partner.**
- **Your sibling:** includes biological, adopted, foster, or step-siblings.
- **Your grandparent or grandchild:** includes biological, adopted, foster, or step-grandparents or grandchildren.
- **A legal guardian or ward:** someone you or your spouse are legally responsible for or who is legally responsible for you.

The bigger FAMLI portrait



How will FAMLI work?



Upcoming milestones

**Employer
and TPA
registration**



Now

**Withholding
Begins**



January 2027

**First Quarterly
Wage and Hour
Reports &
Contributions**



April 2027

**Benefits
Begin**



January 2028

How the program works



STEP 1

Employee contribution withheld

Employers are responsible for payroll deduction to collect worker contributions.



STEP 2

Employer files Quarterly Wage and Hour Report

Each quarter, employers must file a report with employee wages and hours worked.



STEP 3

Employer remits contribution

Each quarter the employer must pay FAML I their contribution amount and the employee contribution amount.



STEP 4

Employee files claim

The employee will be able to file claims if they have worked for 680 hours in a Maryland-based job.



STEP 5

FAML I checks hours and wages

Using the data in the Quarterly Wage and Hour Report, FAML I will determine eligibility and benefit amount.



STEP 6

Employee receives benefits

FAML I will pay the employee using funds collected through employer and worker contributions.

Localization rules

Work must be “localized” in Maryland for a worker to be eligible. Localization refers to where the work is physically performed, not where a worker lives.

The simplest way to know: If an employee is covered under Maryland’s Unemployment Insurance program, the employees’ work is localized in Maryland, and they are covered under FAMLI.

Registration



Employer participation

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

There are no exemptions under state law.

If you have at least one employee in Maryland, you are required to register at paidleave.maryland.gov

FAMLI has its own system. Registration with other State agencies does not transfer.

Who can register

- An **Authorized Officer** for the employer will need to be the person who registers.

An Authorized Officer is a person who is legally permitted to act in an official capacity on behalf of an employer. This can include roles like owner, partner, executive director, C-Suite, president, secretary, household employer, or another designated individual with equivalent legal authority as specified by the employer bylaws.

- After an Authorized Officer registers, they will be able to invite **team members** to register and join their employer profile.

The role of Third-Party Agents (TPAs)

- Third-Party Agents (TPAs), including Certified Public Accountants (CPAs), payroll administrators, HR and/or benefits administrators, and other entities **cannot register on behalf of clients.**
- **Employers and TPAs must register themselves separately.**
- A TPA can send an invitation to their clients to sign a Power of Attorney and connect accounts.
- Only an Authorized Officer can sign the Power of Attorney.
- After that process is complete, TPAs can manage FAMLI tasks for their clients like submitting quarterly reports, remitting contributions, and responding to claims.

How to register

- Visit account.paidleave.maryland.gov
- As a first step, employers must create an account

FAMLI partners with Login.gov to provide all Maryland employers with secure, private access to their FAMLI accounts. If you've used Login.gov in the past, you can use that email account and password to sign in. If you haven't used Login.gov before, you'll be prompted to start when creating a FAMLI account.

- Authorized Officers will be directed to take an extra step and complete identity verification using their Social Security Number and driver's license or state ID card.
- After completing the Login.gov account creation, you will be directed through the FAMLI registration process

What information is needed to register

Employer information

- Employer Identification Number (EIN)
 - All sub-agencies and divisions with that same EIN will be registered together. FAMLI will only allow one registration per EIN.
- Legal name of the employer and “doing business as” (d/b/a) name
- NAICS code
- Physical business address
- Mailing address (if different from physical address)
- Business email address (distinct from the Authorized Officer’s email address)

Authorized Officer information

- Full name
- Job title
- Work email address
- Work phone number

Maryland Resident Agent information

- Name
- Physical address
- Email address
- Phone number

Contributions



Contribution rate

FAMLI will be funded through contributions from both employers and employees. The contribution rate is set annually by MD Labor though actuarial estimates.

- In April 2026, MD Labor announced a **0.9% contribution rate**.
- It can be split equally between employers and employees (**0.45% each**).
- This rate will apply to wages paid from January 1, 2027 through December 31, 2027.

Employers can choose to pay the full contribution amount on behalf of their employees, but there may be tax implications. Employers should consult with a tax professional before making this decision.

Contribution structure for small employers

Small employers are required to provide FAMLI to their employees, and their employees are entitled to the same benefits.

The statute creates a different contribution structure for small employers. They are not required to pay the employer share of the contributions.



Employers with fewer than **15 total employees** (including those not localized in Maryland) are exempt from paying their share of contributions.



For the first year, employer size will be determined on a quarterly basis.

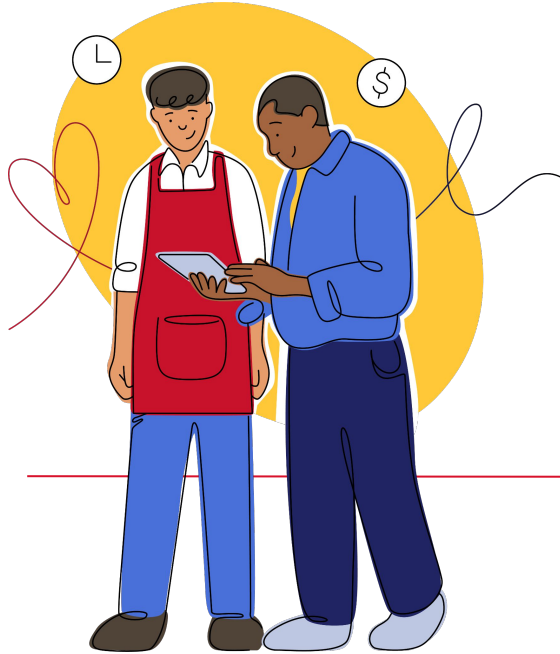


After the first year, determinations will be made on an annual basis.

Claims



Employee eligibility rules



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

How much time a worker will receive

When benefits become available in 2028, employees will be able to request up to 12 weeks within a 12 month period. The exact time off approved will depend on the person and their situation.

If the employee experiences **their own serious health condition and welcomes a child in the same year**, they could be eligible for up to 12 weeks per event for a total of up to 24 weeks. While the two events could be related, they do not have to be.



How FAMLI will 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.



Alternative FAMILI Purpose Leave

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

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

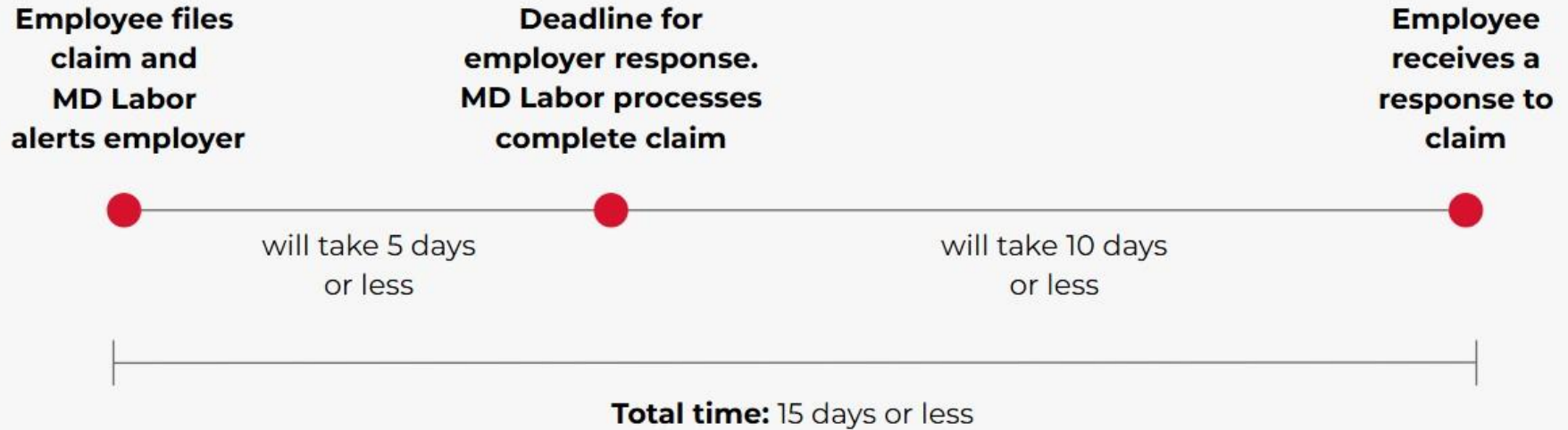


Notification requirements

An employer will need to provide notice to employees:

- one pay period before payroll deductions begin,
- starting July 2027 (six months before benefits begin),
- when the employee is hired,
- once a year,
- when the employee requests leave using related terms such as “paid family and medical leave,” “parental leave,” “family leave,” or otherwise indicates they want to take leave under FAMLI, and
- when the employer knows the employee is taking leave for a qualifying reason

What happens when an employee files a claim



Plan Options



The State Plan

After registration, employers will be automatically enrolled into **the State Plan**.

The State will:

- collect contributions;
- process claims; 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.

Preparing to use a private plan

Employers who intend to apply for a private plan in 2027 and wish to be exempt from contributions during the seeding period must submit a Declaration of Intent (DOI) between September 1-November 15, 2026.

Steps for completing a DOI:

- Register at paidleave.maryland.gov
 - Initial registration must be completed by an Authorized Officer
- Download and complete [Proof of Private Plan Consultation](#)
 - A licensed insurance agent or other representative of an insurance company in Maryland must complete and sign the form.
- Upload the completed Proof of Private Plan Consultation through their FAMLI account
 - Authorized Officers must also attest to their understanding of their obligations
- Receive DOI decision
 - A submission confirmation email will be sent to the Authorized Officer's email address.

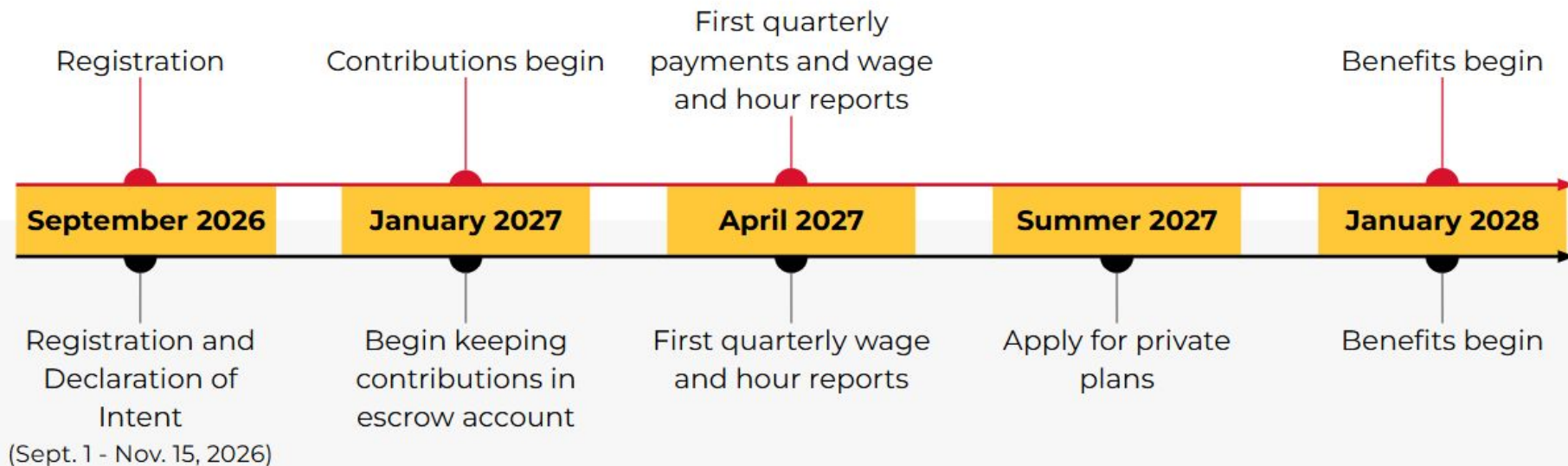
The State Plan





Private Plan

The State Plan



Private Plan

Employer responsibilities

Category	State Plan	Private plans
Register with the State	Required	Required
File Quarterly Wage and Hour Reports	Required	Required
Notify workers	Required	Required
Provide job protection	Required	Required
Remit quarterly contributions	Required	
File Declaration of Intent		Optional
Purchase private plan or self-insure		Required
File application and pay fee		Required
Submit quarterly claims data		Required

What can you do now?



How you can prepare now



Sign up to receive emails from the FAMLI team by visiting paidleave.maryland.gov.



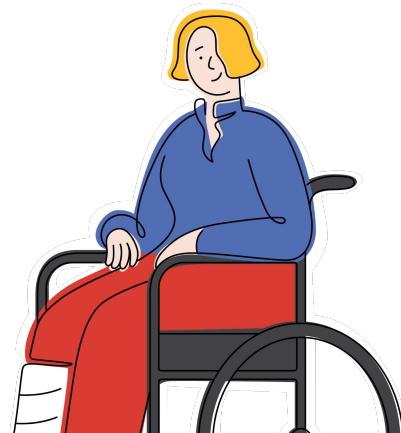
Begin including FAMLI contributions in future budget planning.



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

Contact our team at (410) 525-4010 or paid.leave@maryland.gov — we're here to help.

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



Q&A

