



Meet Your FAMLI

Maryland's Family and Medical
Leave Insurance



www.labor.maryland.gov/FAMLI

Agenda



What is FAMLI?



How does FAMLI work?



What can you do now?

Maryland is preparing to launch a paid family and medical leave system!

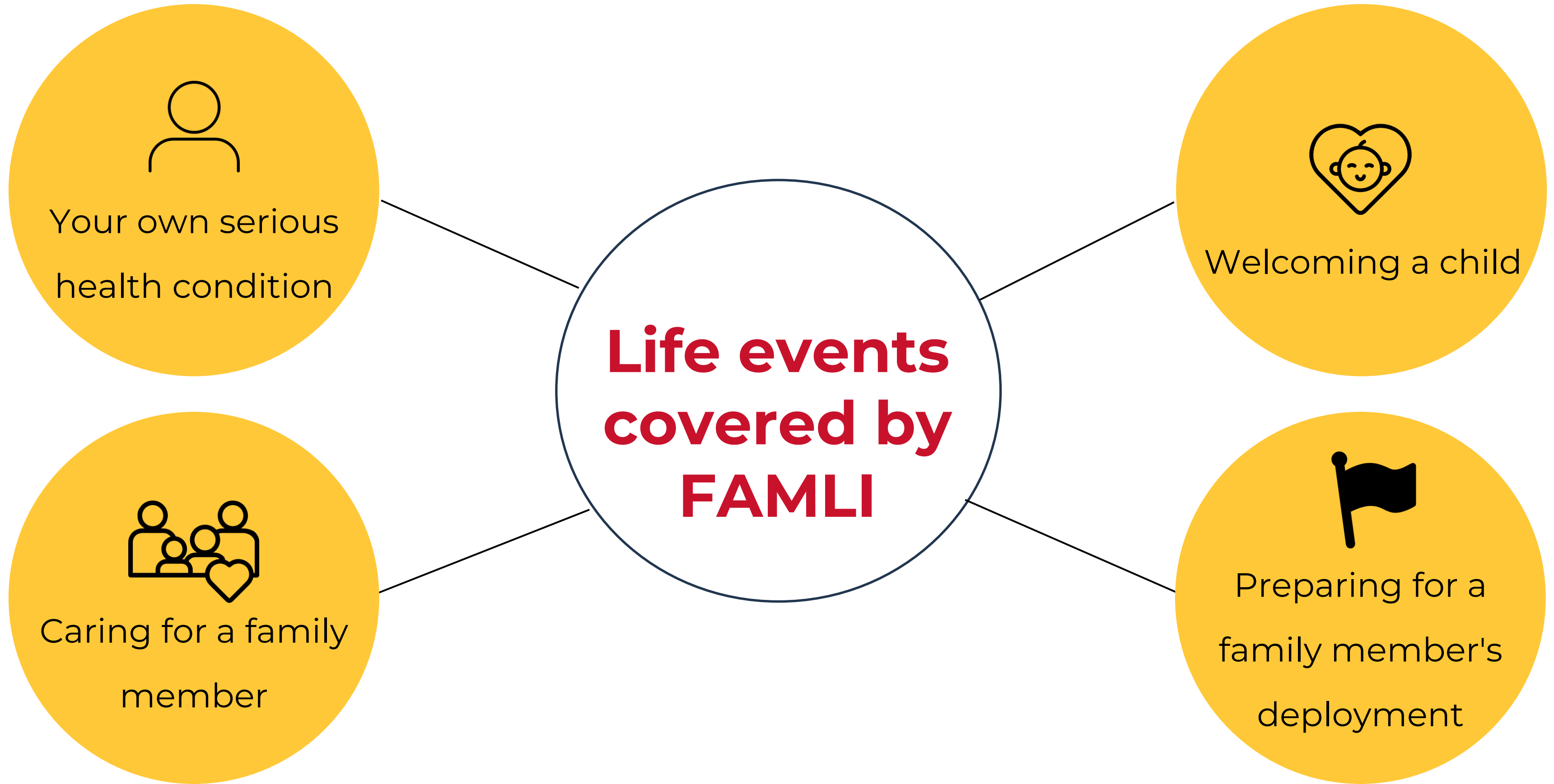


What is FAMLI?

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.



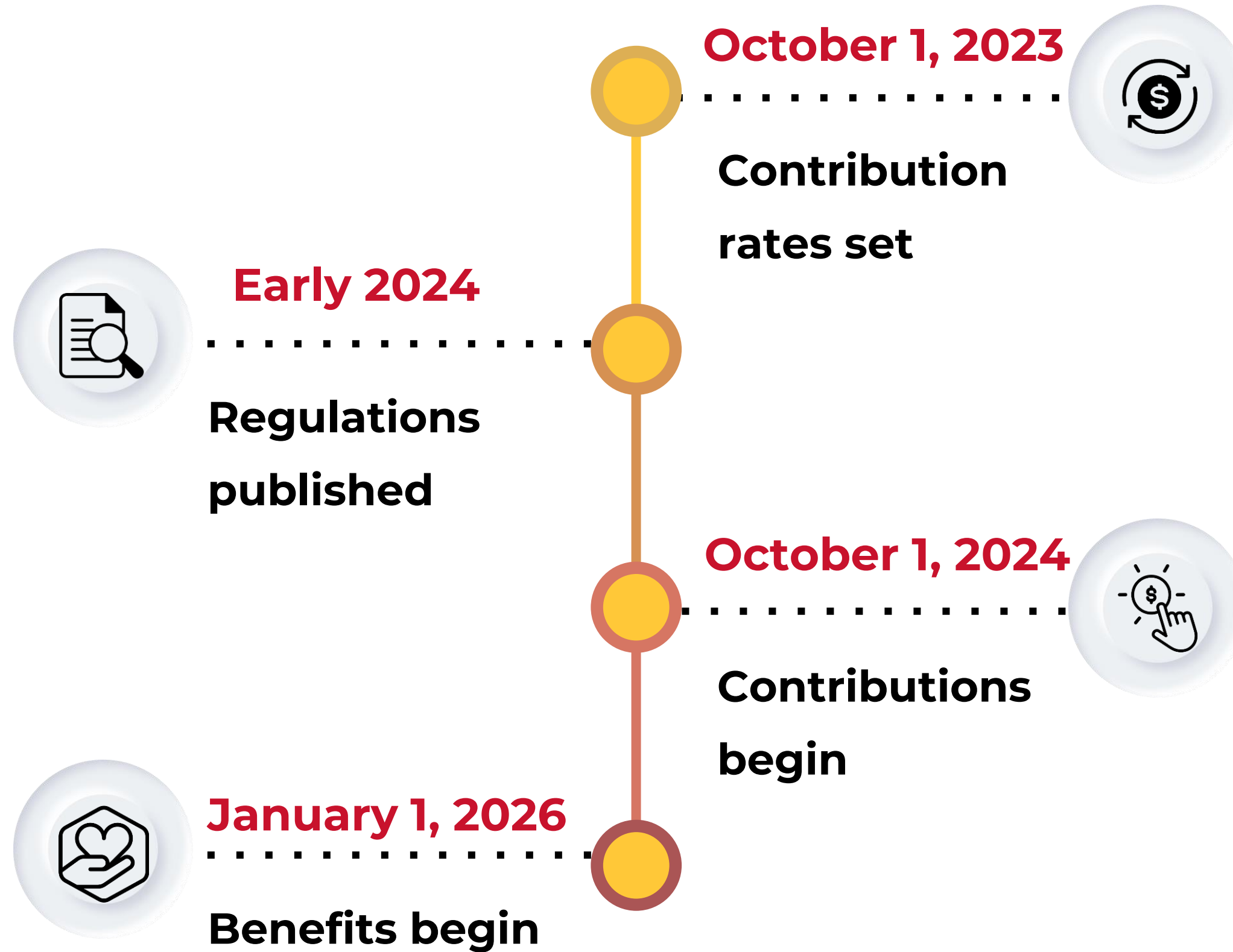


Who will be eligible for benefits?

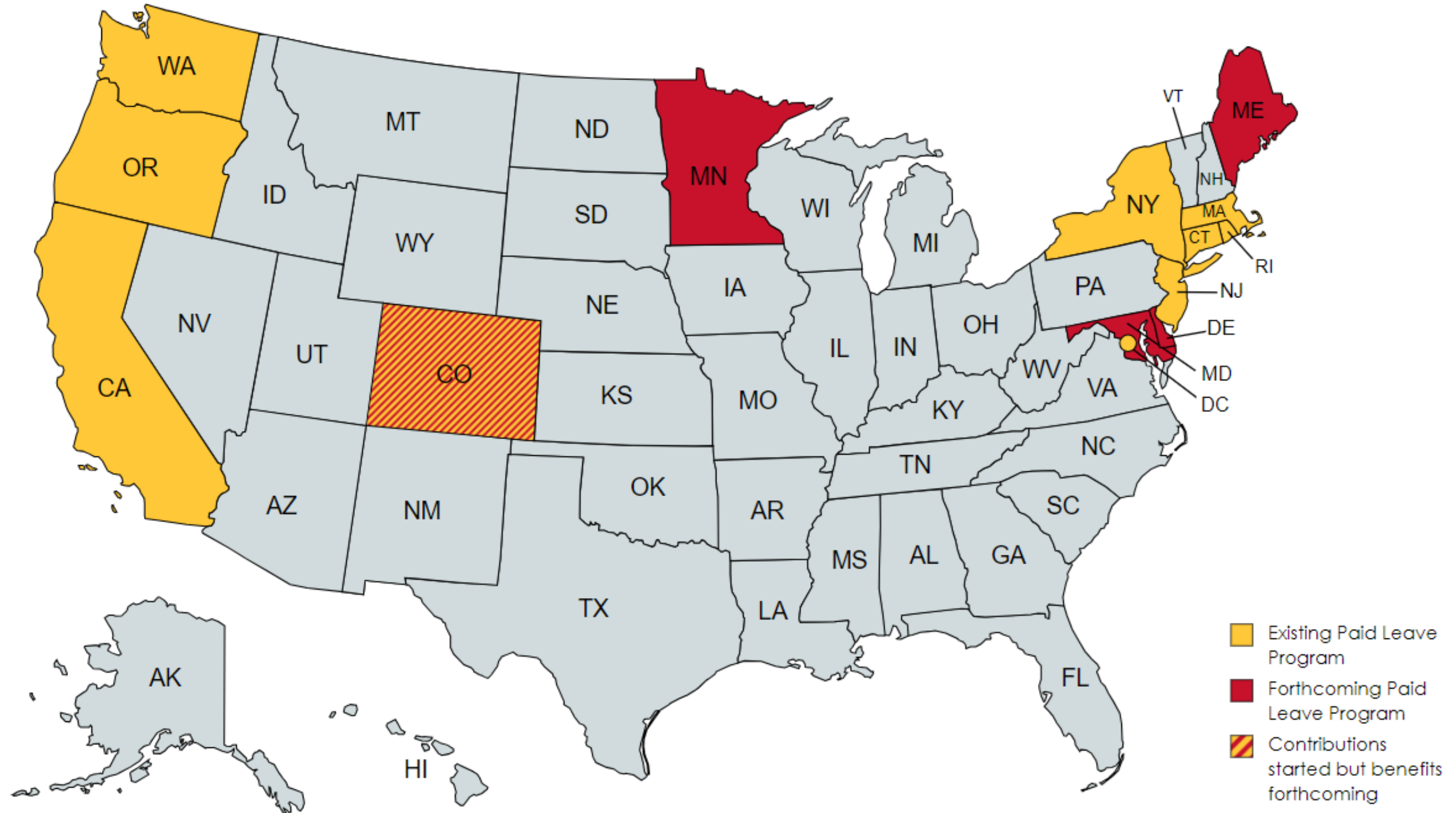
Any worker in MD who has worked 680 hours in the past 12 months.

Self-employed individuals can also elect to participate.

Key dates



The bigger FAMLI portrait



FAMLI is familiar *and* different

FMLA	FAMLI
Federal law	State law
Unpaid time away	Partial wage replacement
Eligibility is dependent on time worked for an employer, among other variables	Eligibility is only dependent on whether employee worked 680 hours in the past 12 months
Businesses with 50+ employees	All businesses
No contributions to collect or make	Employers may be responsible for collecting and making contributions on behalf of their employees.

Dotting the “i”

Family and Medical Leave Insurance





How **FAMLI Works**

All 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.

How FAMLI is funded

**Employers
with 15 or
more
workers**

Employers
and workers
each
contribute
0.45% of
wages

**Employers
with 14 or
fewer
workers**

Only workers
contribute
0.45% of
wages

**Self-
employed
individuals**

Participation
is optional at
0.9% of
wages






Employers may choose to cover a portion or all of their workers' contributions.

Businesses have options

A business could offer an approved **commercial** or **self-insured plan**.

The Division will release more information about the selection process in 2024.

Benefits for Employers

-  Greater cost predictability
-  Reduced turnover and boosted morale
-  Increased productivity and workforce attachment
-  A more even playing field for small businesses
-  Employers have flexibility to select their plan





What can you do now?

- Speak to your stakeholders about which plan option might make the most sense for you
- Sign up to receive emails from the FAMLI team by visiting labor.maryland.gov/FAMLI
- Begin including FAMLI contributions in future budget planning
- Work with the FAMLI team to raise awareness



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www.labor.maryland.gov/FAMLI



Join us in making FAMLI a success in Maryland!