MD FAMLI Fast Facts

On April 9, 2022, Maryland enacted a **Paid Family and Medical Leave Program (MD FAMLI)**. Employee contributions to MD FAMLI are expected to begin **January 1, 2027**. Benefits are scheduled to start on **January 1, 2028**.

What is the Maryland FAMLI program?

Family and Medical Leave Insurance

- Benefits are available through a state-run program or an employer's Equivalent Private Insurance Plan (EPIP). All employers with at least one employee in qualified employment in Maryland are required to participate.
- Nearly all employees are eligible for up to 12 weeks of combined Family or Medical Leave plus up to 12 additional weeks for leaves for one's own serious health condition and bonding when they occur in the same application year.
- Eligible employees can get up to 90% of their average weekly wage, up to 65% of the statewide average weekly wage, plus 50% of anything greater.
- Minimum weekly benefit $50.00.
- The weekly maximum benefit beginning January 1, 2028 is $1,000/week in 2028 for the state program, and for 2029 and beyond, as set by the state.

How are the FAMLI benefits funded?

The MD FAMLI program will be funded with employer and employee contributions split equally for employers with 15 or more workers.

What are the rates for the state program?

The contribution rate is 0.90% of covered wages up to the Social Security Wage Cap.

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How can the program be used?

Up to 12 weeks combined of Family or Medical Leave* in an application year.

- Care for a new child (through birth, adoption, kinship care or foster placement) during the first year after birth, adoption, kinship care or foster placement.
- Care for a family member with a serious health condition.
- A covered individual's own serious health condition that results in their inability to perform the functions of their position.
- Care for a service member for whom the covered individual is next of kin.
- A qualifying military exigency resulting from the deployment of a service member who is a family member of the covered individual.

* Plus up to 12 additional weeks for certain leaves for one's own serious health condition and bonding in the same application year.

Who can use it?

MD FAMLI benefits will be available to an employee who has worked at least 680 hours over the 4 completed calendar quarters immediately preceding the date on which the leave is to begin.

Are private plans allowed?

Yes. The state is establishing Equivalent Private Insurance Plan (EPIP) requirements and will approve plans in the future. EPIPs must have the same, or better, benefits and not cost employees more than they would contribute to the state program if their employer had participated in the state program. Once approved for a private plan, contributions to the MD FAMLI state program are no longer required.

For more information about MD PFML, visit
TheHartford.com/paid-family-medical-leave/md

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