

MARYLAND

Maryland Issues FAQs for Family and Medical Leave Insurance

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The Maryland Department of Labor has issued [answers](#) to frequently asked questions (FAQs) from employers about the state's family and medical leave insurance (FAMLI) program. In an introduction, the department states that the FAQs are subject to change in light of pending legislation proposing amendments to the program and while FAMLI regulations are in progress.

FAMLI

FAMLI will provide 12-24 weeks per year of partially compensated, job-protected employee leave for paid family and medical reasons similar to those in the federal Family and Medical Leave Act. Nearly all employers are covered by FAMLI. The program will be funded through contributions from employees and employers with at least 15 employees.

Contributions are set to begin Oct. 1, 2024, and benefits Jan. 1, 2026, a later start than originally planned. The proposed legislation would further delay contributions to July 2025 and benefits to July 2026.

FAQs

The 59 FAQs cover the topic areas of contributions, claims, private plans and general questions. They include the following notable points:

- Employers' employee counts will be based on wage and hour reports and a statement from the employer as to how many out-of-state workers they employ;
- Wage and hour reports will also be used to determine whether employees have worked the threshold number of hours for FAMLI eligibility;
- Employers that provide leave specifically designed to cover a FAMLI qualifying event may require that it run concurrently with FAMLI leave;
- Employers may top off FAMLI pay with their own plans and policies; and
- Employers will be electronically notified of filed claims and dispositions.

The claims process will allow employers to share pertinent information with the state, such as an employee's ineligibility for leave.

Highlights

- Maryland has released 59 employer FAQs for the FAMLI program.
- FAMLI contributions are scheduled to start Oct. 1, 2024, with benefits becoming available Jan. 1, 2026, although these dates may be pushed back.
- Legislation and regulations may change the FAQs.

Employers will be able to provide information about employee eligibility during the claims process.