Maryland Again Delays Paid Family and Medical Leave Program

Maryland Gov. Wes Moore has signed into law a bill that establishes new implementation dates for the state's paid family and medical leave insurance program, known as FAMLI.

House Bill (HB) 102 pushes the start of payroll deductions back to Jan. 1, 2027, from the previous start date of July 1, 2025. The amendments also delay the start of FAMLI benefits claims to a date chosen by the Maryland Secretary of Labor, sometime between Jan. 1, 2027, and Jan. 3, 2028. Before the bill's enactment, the benefit availability date was July 1, 2026.

FAMLI

In April 2022, Maryland enacted the FAMLI program to provide up to 12 weeks of partially compensated, job-protected paid family and medical leave per year. The program provides an additional 12 weeks of leave per year if an employee needs it for both their own serious health condition and for child bonding.

The program is funded through contributions by employees and employers with more than 15 employees. Nearly all employers are covered. Employees are eligible for FAMLI if they have worked in Maryland for at least 680 hours in the 12 months before the leave.

HB 102

HB 102 was filed with the Legislature by the Maryland Department of Labor in October 2024. In February 2025, the department said recent sweeping federal changes and their resultant "instability and uncertainty for Maryland employers and workers" were the reasons for the latest proposed FAMLI delay.

Previous amendments to the law had already pushed back the planned start of the program from its initial implementation schedule, under which contributions would have begun in 2023 and benefits would have become available in January 2025.

Important Dates

Jan. 1, 2027
Payroll deductions for FAMLI will start on this date.

Jan. 3, 2028
Leave benefits must become available by this date.

Maryland has enacted a bill that delays the FAMLI program for a third time.