

MARYLAND

Maryland Legislature Votes to Delay PFML Again

The Maryland General Assembly has passed a [bill](#) to establish new implementation dates for the state's [paid family and medical leave insurance program](#), known as FAMLI. Gov. Wes Moore reportedly supports the measure. His signature is expected in the coming weeks.

If enacted, House Bill (HB) 102 will push the start of payroll deductions back to Jan. 1, 2027, from the current start date of July 1, 2025. The amendments would 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. The current benefit availability date is 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.

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Important Dates

Jan. 1, 2027

New start date for payroll deductions if HB 102 is enacted.

Jan. 3, 2028

Under the proposed changes, leave benefits would have to become available by this date.

The Maryland Legislature has passed a bill that would delay the FAMLI program for a third time.