



WHAT IS THE MARYLAND PFML LAW?

The Maryland Family and Medical Leave Insurance (FAMLI) program is a **state-mandated insurance program** that provides eligible employees with paid, job-protected leave for qualifying family and medical reasons. The program is administered by the **Maryland Department of Labor** and funded through payroll contributions from employers and employees.

Contributions Begin: January 1, 2027 | Benefits Begin: January 1, 2028

WHO IS IMPACTED?

IMPORTANT: Every employer with at least one Maryland employee is impacted by this law.

Employer Size	Must Participate?	Employer Contribution Required?
 1-14 Employees	YES	NO
 15+ Employees	YES	YES

Regardless of size, all employers must:

- ✓ Register and comply with the program
- ✓ Submit required reports
- ✓ Provide employee notices
- ✓ Maintain leave records
- ✓ Administer leave requirements

COVERED LEAVE REASONS (DETAILED)

-  **BONDING LEAVE**
For the birth of a child, adoption of a child, or placement of a child in foster care. Leave must be taken within 12 months of the qualifying event.
-  **MEDICAL LEAVE (EMPLOYEE'S OWN CONDITION)**
For a serious health condition that prevents the employee from performing their job. Includes treatment, recovery, or diagnosis related to the condition.
-  **FAMILY CAREGIVER LEAVE**
To care for a family member with a serious health condition. Includes military caregiver leave for an injured service member. (See covered family members below.)
-  **QUALIFYING EXIGENCY LEAVE**
To address issues arising from a family member's military duty. Includes short-notice deployment, leave arrangements, financial and legal arrangements, counseling, and more.

COVERED FAMILY MEMBERS INCLUDE:

-  Spouse or Domestic Partner
-  Child (Biological, Adopted, Foster, Step, etc.)
-  Parent (including In-Laws)
-  Grandparent (Biological, Adopted & Foster, Step)

IMPORTANT DATES

-  **NOW - SEPT. 1, 2026**
Register With FAMLI (FIRST STEP)
Every employer must create a FAMLI account and complete the registration process. Initial registration must be completed by an Authorized Officer. Registration is required before filing a DOI. Register here: <https://account.paidleave.maryland.gov>
-  **SEPT. 1 - NOV. 15, 2026**
Declaration of Intent (DOI) Filing Window
Employers interested in a private plan must file a DOI with Maryland through the **Maryland FAMLI Portal (Linked Above)**. Employers who do not file a DOI will automatically be enrolled in the State Plan.
-  **JAN. 1, 2027**
Payroll Contributions Begin
State Plan contributions begin. Employers with an approved DOI must begin funding an escrow account instead of remitting contributions to the state.
-  **APRIL 2027**
Quarterly Wage & Hour Reporting Begins
All employers must begin submitting quarterly wage and hour reports to Maryland (even if using a private plan).
-  **OPENS SUMMER 2027 - DUE OCTOBER 1st 2027**
Private Plan Exemption Applications Open
Employers pursuing a private plan submit exemption applications and applicable fees. (Actual application to the state for the private plan)
-  **JULY 2027**
Employee Notice Requirements Begin
Employers must begin providing required employee notices regarding rights, benefits, and claim procedures. Continue annually, and for new hires.
-  **JAN. 1, 2028**
Benefits Become Available
Eligible employees may begin taking paid leave and receiving PFML benefits (maximum weekly benefit: **\$1,000**).
-  **APRIL 30, 2028**
Private Plan Claims Reporting Begins
Employers operating under approved private plans begin quarterly claims reporting to the state.

State of Maryland PFML: <https://paidleave.maryland.gov>

EMPLOYEE ELIGIBILITY

- **Covered:** anyone working and earning wages in Maryland; seasonal and part-time employees included, no exempt workers.
- **680-hour rule:** must have worked 680+ hours in MD in the 4 most recently completed quarters before leave.
- **Portable hours:** all MD work counts toward eligibility, regardless of employer.
- **Contributions:** begin on an employee's first day of employment.
- **Employer's role:** determines eligibility using the state's localization rules (same as unemployment insurance).

Works full-time in MD, lives elsewhere	Covered
Works remotely from MD for an out-of-state employer	Covered
Lives in MD, works full-time elsewhere	Not covered
Works remotely from elsewhere for a MD employer	Not covered
Works in multiple states for the same job	MD hours count
Splits time between MD home and out-of-state in person	MD hours count

KEY TAKEAWAY: Coverage follows where work is physically performed — not home address or employer location.

BENEFITS AT A GLANCE

LENGTH OF LEAVE

- Up to **12 weeks** of paid leave
- Up to **24 weeks** total in a 12-month period if the employee qualifies for both Medical and Bonding Leave in the same year

WEEKLY BENEFIT

- Maximum Benefit: **\$1,000 per week**
- Minimum Benefit: **\$50 per week**

Benefits are calculated based on a percentage of the employee's average weekly wage.

CONTRIBUTION RATES & COST EXAMPLES

State Contribution Rate

TOTAL CONTRIBUTION RATE: 0.90% OF COVERED WAGES

Employers with 15+ Employees (Nationwide)		Employers with Fewer Than 15 Employees		EMPLOYEE COST EXAMPLES (0.45%)		
Employee Pays	0.45%	Employee Pays	0.45%	Annual Salary	Annual Cost	Monthly Cost
Employer Pays	0.45%	Employer Pays	Not Required	\$40,000	\$180	\$15.00
Total	0.90%	Total	0.45%	\$60,000	\$270	\$22.50
				\$80,000	\$360	\$30.00
				\$100,000	\$450	\$37.50

Employee cost is based on 0.45% of covered wages.

⚠️ Employers may choose to pay more than their required share, including

100% of the cost

WHY CONSIDER A PRIVATE PLAN? COMPARING STATE PLAN VS. PRIVATE PLAN

Feature	State Plan (Administered by Maryland)	Private Plan (Administered by Insurance Carrier)
Program Administration	Managed by the Maryland Department of Labor	Managed by an approved insurance carrier
Contribution Rates	Fixed total rate of 0.90% (0.45% employer / 0.45% employee)	Premiums may be lower or higher based on your workforce demographics and claims experience
Claims Management	Handled by the state	Handled by the insurance carrier
Employee Experience	Standard state process	Potentially enhanced service and personalized support
Reporting & Compliance	State handles reporting and compliance	Carrier helps with reporting and compliance support
Annual Filings	No annual exemption filing	Requires state approval and annual renewal
Program Flexibility	One-size-fits-all program	Customized solution to fit your organization

POTENTIAL ADVANTAGES OF A PRIVATE PLAN

- ✓ Dedicated claims management
- ✓ Faster and more personalized employee support
- ✓ Reduced administrative burden for employers
- ✓ Integration with existing disability and leave programs
- ✓ Potential cost savings depending on workforce demographics
- ✓ Single point of contact for leave administration

IMPORTANT CONSIDERATIONS

 Must file a Declaration of Intent (DOI)	 Requires state approval	 Employer must remain in the private plan for at least 1 year	 Annual exemption filing fees apply (see fee schedule below)
--	--	---	--



Blue Harbor Benefits can help you evaluate whether a private plan or the Maryland state plan is the better fit for your organization.

WHAT THIS MEANS FOR YOUR BUSINESS

- ✓ Budget for payroll contributions
- ✓ Update payroll systems before January 2027
- ✓ Prepare employee communications
- ✓ Understand reporting requirements
- ✓ Evaluate private plan opportunities
- ✓ Avoid compliance penalties

Let's Talk

Blue Harbor Benefits is here to help you understand your obligations and options under Maryland's PFML law.

📍 210 Allegheny Avenue, Suite 310, Towson, MD 21204

📞 410-825-3569

✉️ support@bhb1.com

🌐 blueharborbenefits.com



**PLAN AHEAD.
SUPPORT YOUR TEAM.
STAY COMPLIANT.**

We're your partner in benefits.