



MARYLAND DEPARTMENT OF LABOR

Family and Medical Leave Insurance

Starting January 1, 2028, under Maryland's Family & Medical Leave Insurance (FAMLI), eligible employees will be able to take up to 12 weeks of paid, job-protected leave. Employees will be able to welcome a new child, tend to a serious health condition, care for a loved one, or manage urgent family needs related to deployment—while still being paid up to \$1,000 per week.

You need at least one employee working in Maryland to be required to register for and comply with Maryland's Family and Medical Leave Insurance (FAMLI) program — there is no minimum employee count threshold.

How The Rule Works

Under Maryland law, any employer with one or more employees in Maryland must register with FAMLI. This applies regardless of:

- Company size (even a single-employee business is covered)
- Whether the employer is in Maryland or elsewhere (if they have at least one employee working in the state)
- Type of employment (full-time, part-time, seasonal, temporary)

There is no exemption for small employers based on headcount. The only size-based distinction in FAMLI is for contribution rates:

- Small employers (fewer than 15 total employees, counting all employees in Maryland and outside Maryland) pay only 50% of the standard contribution rate.
- All other employers pay the full rate.

What This Means For Your Company:

If your Maryland company has even one employee or staff member working in Maryland, you must:

- Register with FAMLI.
- Submit quarterly wage/hour reports.
- Remit contributions (full or reduced rate depending on total employee count).
- Follow notice and job-protection requirements for eligible employees.

For official guidance, see the Maryland Department of Labor's FAMLI employer page at: <https://paidleave.maryland.gov/>