



# Maryland

**DEPARTMENT OF LABOR**

## FAMLI Informal Regulatory Engagement Session

Introductory Meeting

June 6, 2023



# Agenda

- Introductions
- Implementation Timeline
- FMLI Outline
- Informal Regulatory Engagement Process
  - Regulatory Engagement Timeline
- Questions & Answer
- Public Comment

# Introductions



**Elliot  
Schreur**  
Assistant  
Secretary,  
FAMLI



**Daniel  
Newberger**  
Deputy Assistant  
Secretary,  
FAMLI



**Regan  
Vaughan**  
Policy  
Director,  
FAMLI



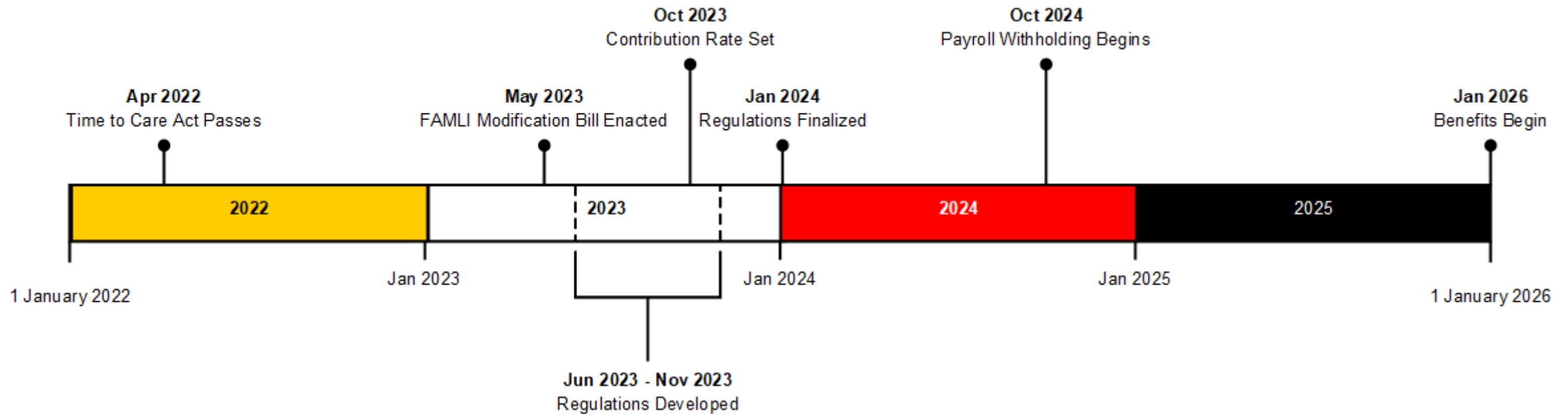
**Jessica  
Praley**  
Assistant  
Attorney  
General

# FAMLI Outline

- Covers Maryland workers who have worked at least 680 hours in the previous year.
- Provides workers with up to 12\* weeks of leave with partial wage replacement to care for self or family member, welcome a new child or deal with the exigency of a military deployment.
- Employers can choose to participate in the state program, purchase a commercial insurance policy or offer a self-insured plan.
- The state program is funded through payroll deductions.

\*24 in certain circumstances

# Implementation Timeline



# Informal Regulatory Engagement Process

**Step A** – Release of Discussion Document

**Step B** – Public Review of Discussion Document

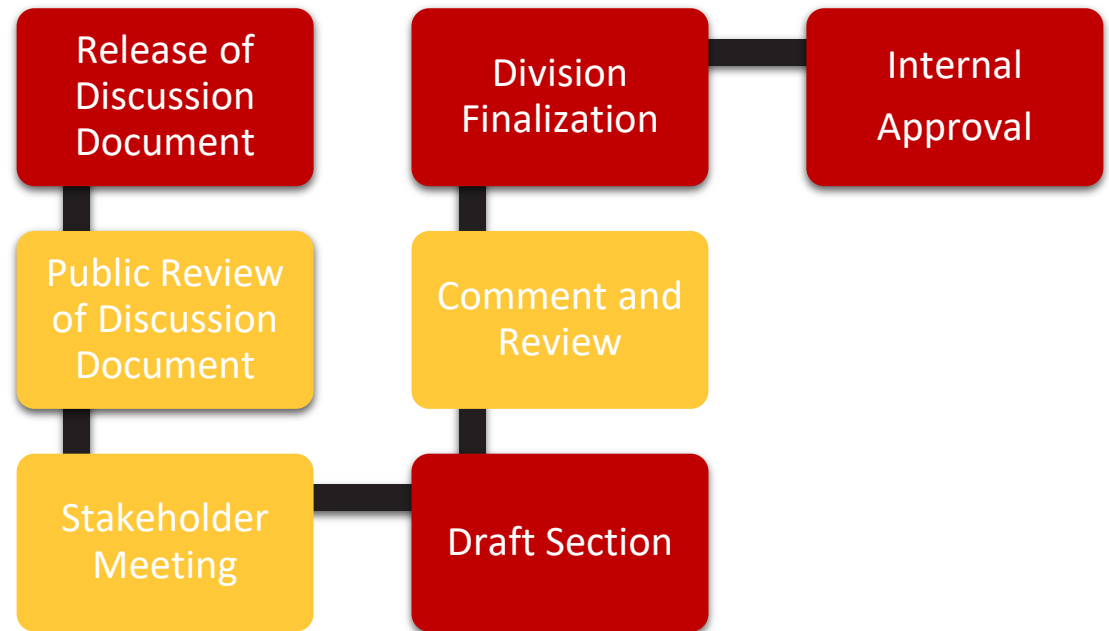
**Step C** – Stakeholder meeting

**Step D** – Division Section Drafting

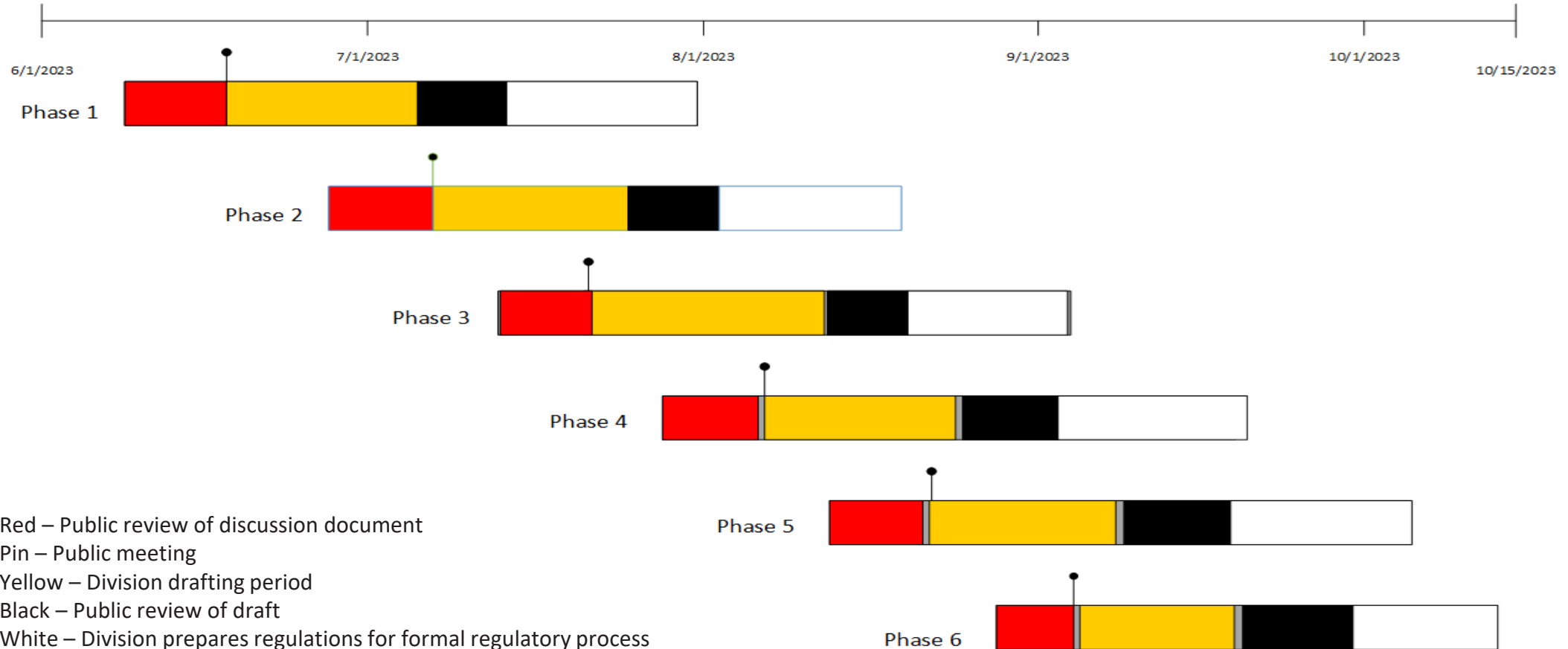
**Step E** – Review and Comment Period

**Step F** – Division Finalization

**Step G** – Internal Approval Process for Publication in Maryland Register



# Engagement Timeline



# Formal Regulatory Process



Publish draft regulations in the Maryland Register



Public comment period



Consideration of Public Comment



Final regulations published



Regulations take effect



# Question & Answer

*Please put your questions in the chat. We will answer as many as we can today. Any other questions will be answered either in writing or at a future meeting.*

# Housekeeping

Written Comments can be sent to: [FAMLI.policy@maryland.gov](mailto:FAMLI.policy@maryland.gov)

**Next Meeting:** Thursday, June 15 at 1:00

- Discussion Document will be emailed this week

# Discussion Questions

1. What are your top areas of concern that you think need to be resolved in the regulations? Are there areas of uncertainty in the legislation that you feel most urgently need to be resolved?
2. Are there time constraints for your industry or stakeholder group that we should be taking into consideration as we work through the implementation process?
3. What concerns do you have regarding the technical aspects of program administration (IT, claims processing, approval flow for private plans)?
4. What examples should the FAMLI team be looking to from other states who have implemented paid family leave?
5. Do you have any suggestions for making our informal regulatory engagement process a success?