

FAMLI STAKEHOLDER UPDATE

January 16, 2024



paidleave.maryland.gov

AGENDA

- Introductions
- Building FAMLI
- 2024 Legislative Session
- Q&A



New FAMLI Member



**Natasha
Ibrahim**

—
Director of Digital
Services



WHAT IS **FAMLI?**

Starting in 2026, the Maryland Family and Medical Leave Insurance (FAMLI) system will ensure workers are able to:

- take time away from work;
- receive job protection;
- and earn up to \$1000 a week

for up to 12 weeks continuously or on an intermittent basis.

FAMLI

BY THE NUMBERS

Approximate
number of
employers who
will be covered
by FAMLI

180,000

Approximate
number of
workers who
will be covered
under FAMLI

2,800,000

Approximate
number of **paid**
claims
anticipated in
the first year

165,000

BUILDING THE **FAMLI SYSTEM**

- Draft a blueprint
- Prepare the ground
- Lay the foundation
- Construct the frame
- Install the systems
- Design the space
- Share the news

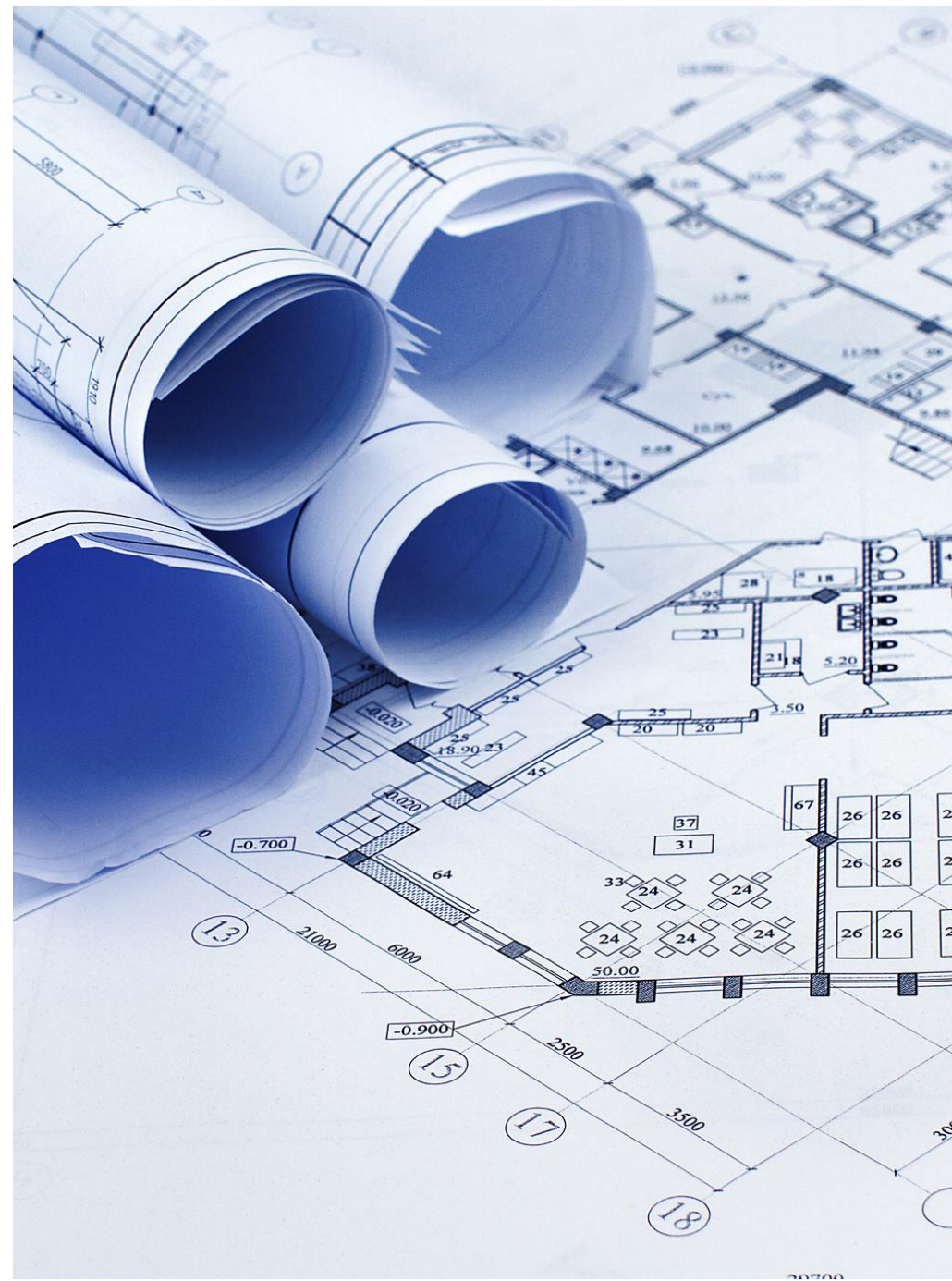


DRAFTING THE **BLUEPRINT**

Our regulations will serve as the blueprint for the FAMLI system.

After engaging in an extensive stakeholder engagement process, the Department has drafted regulations to guide our work.

They will be published, formalized, and revised, as needed.



8

Public meetings

12

Comment periods

1000+

Attendees

PREPARING THE **GROUND**

The Division undertook an extensive effort to understand how other states have implemented paid leave systems.

The Division also met with numerous sister agencies to discuss procurement, hiring, IT, roles, synergies and partnerships.



LAYING THE **FOUNDATION**

The Division made a number of foundational decisions about organizational structure, IT approach, and HR.

The Division also began initiating the procurement process in order to seek partners.



CONSTRUCTING **THE FRAME**

The first of the Divisions RFP's were posted on January 11.

Hiring is picking up with multiple positions in the hiring process right now.

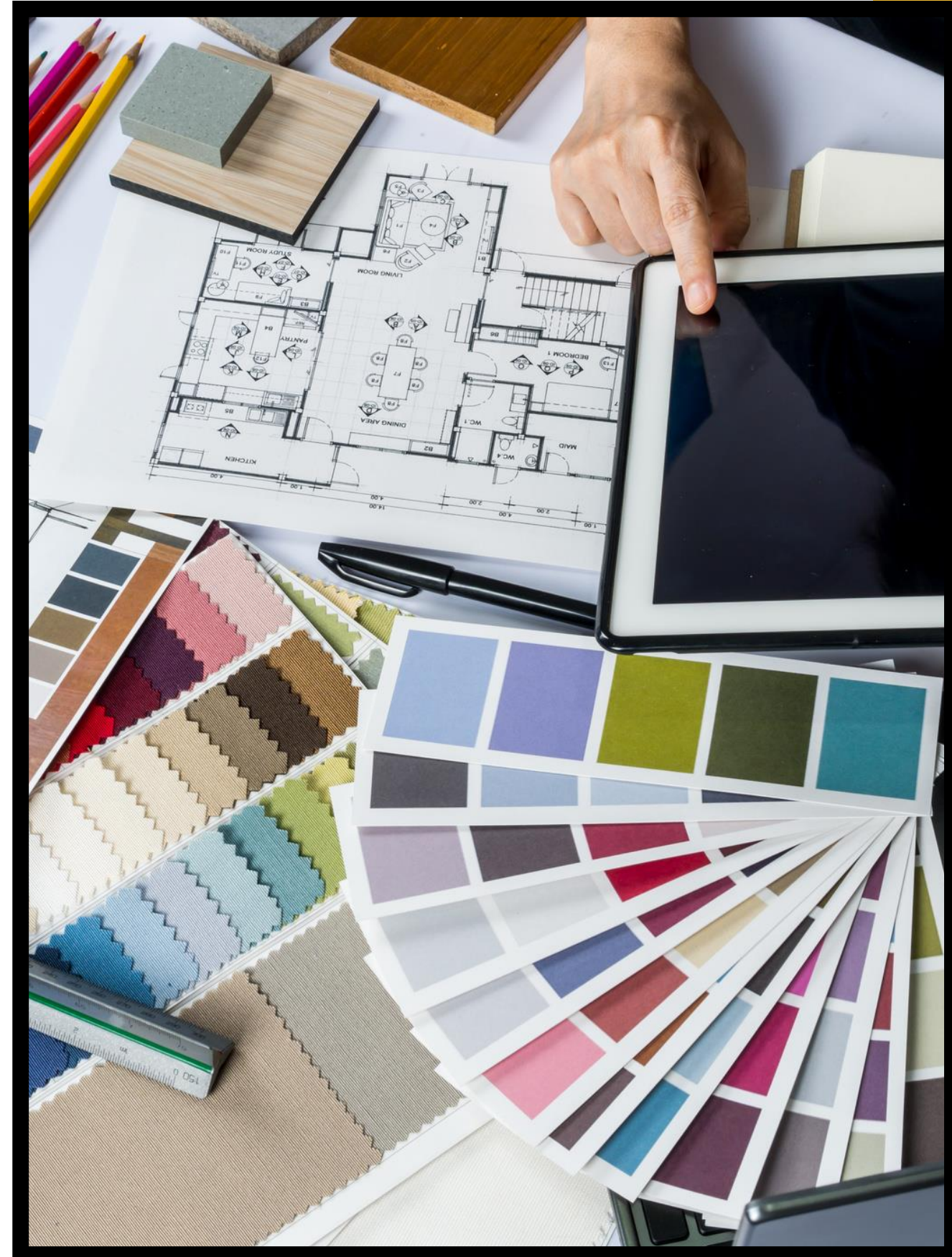
Open job positions and RFPs are listed at paidleave.maryland.gov

Prototyping of workflows and applications is underway.



DESIGNING THE **SPACE**

The FAMLI system will be welcoming, accessible, and aesthetically pleasing.



SHARING THE **NEWS**

Launched a new website

- paidleave.maryland.gov

Outreach and education is ongoing. The focus now is general education, but will grow to encompass:

- employer enrollment
- health care provider education
- worker education



2024 LEGISLATIVE SESSION

Timeline Shift



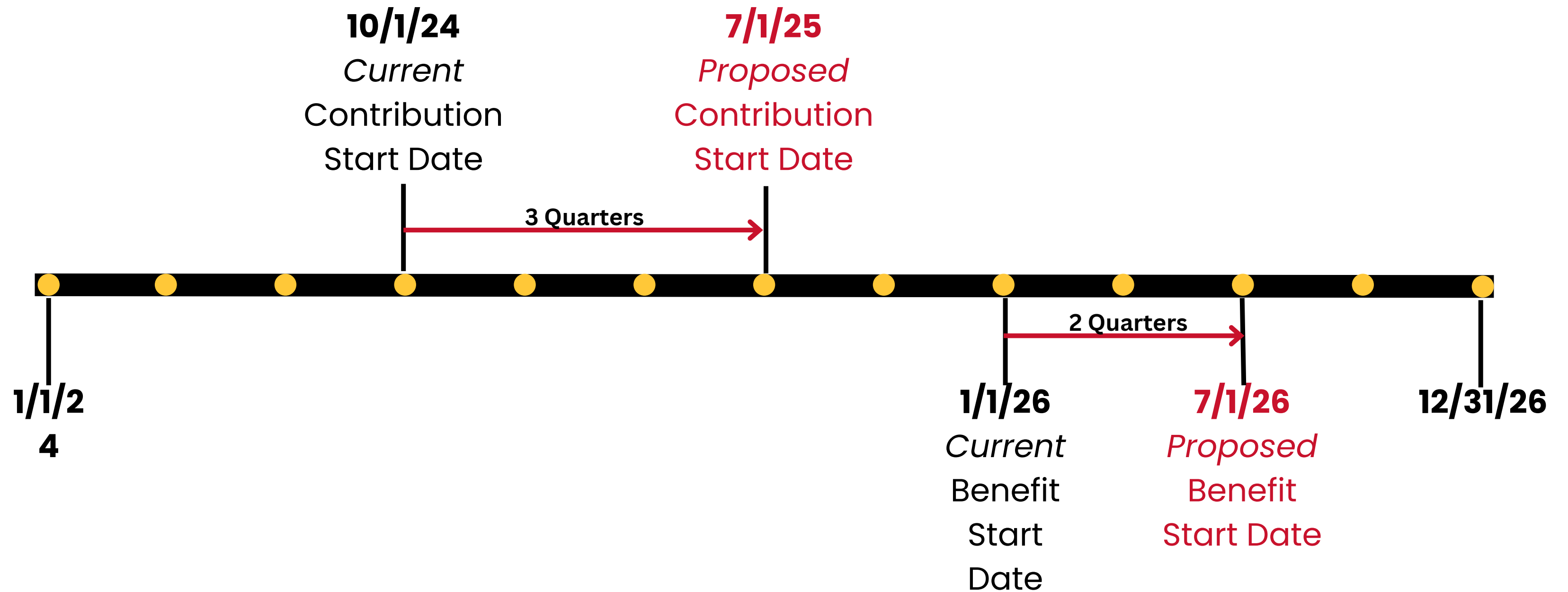
Administrative Fixes



Clarifications & Corrections



TIMELINE SHIFT



ADMINISTRATIVE FIXES

- Uses UI definition of wages and alters wage base period.
- Increases privacy protections, while also allowing MD DOL to share necessary information with a claimant's employer.
- Allows MD DOL to set fees for employers seeking coverage options alternative to the State Plan.
- Grants MD DOL greater discretion when requiring documentation from employers who apply to be self-insured.
- Strengthens language regarding employee eligibility and contribution amounts in a private plan.
- Expands MD DOL's ability to impose penalties on bad actors.
- Provides MD DOL with grant making authority for FAMLI.
- Requires the use of electronic filing by employers.

CLARIFICATIONS AND CORRECTIONS

- Clarifies language so that employers choose only one type of private plan.
- Resolves conflicting language surrounding S-Corp and C-Corp owners.
- Clarifies language regarding employee eligibility and contribution amounts in a private plan.
- Adds clarifying language to better define employee eligibility requirements regarding place of work.
- Corrects deviation from FMLA regarding relationship of employee and a service member.



NEXT STEPS

- Jan 17 – **FAMLI Briefing** before House Economic Matters Committee
- TBA – **Bill Introduced**
 - Email famli.policy@maryland.gov with any questions or concerns.
- TBA – **Bill Hearings**



QUESTIONS

Please use the Q&A feature to submit your questions.

paidleave.maryland.gov