

New Dates Announced for Maryland's Delayed FMLI Program

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Takeaway

- Payroll deductions will begin 01.01.27, with leave benefits availability slated for 01.03.28.

Related links

- [Maryland's Impending FMLI Program: What Employers Need to Know Now](#)
- [Delays Ahead: Maryland DOL Proposes Pushing Back FMLI Program Implementation by 18 Months](#)
- [House Bill 102](#)

Article

The Maryland General Assembly [passed a final bill](#) on Apr. 7, 2025, postponing the implementation dates for Maryland's Family and Medical Leave Insurance (FMLI) program. The governor is expected to approve the bill soon, after which the Maryland Department of Labor (MDOL) will start revising the proposed regulations.

The new implementation timeline is as follows:

- Payroll deductions by employers will begin Jan. 1, 2027
- Leave benefits will become available to eligible employees starting Jan. 3, 2028

This postponement follows the MDOL's proposal in February 2025 to delay implementation. FMLI was initially scheduled to roll out this year and next, with payroll deductions starting on July 1, 2025, and benefits becoming available on July 1, 2026. In a notice sent to FMLI stakeholders, the change was attributed to "the unprecedented level of uncertainty resulting from recent federal action."

If you have questions about compliance with Maryland's FMLI program or similar programs around the country, please contact a Jackson Lewis attorney.

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