


<div>  <div>Maryland - State Leave and Pay Summary Table</div> </div>										
Leave Law	Interaction with Other Laws (if employee is eligible)	Leave Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
Maryland Parental Leave Act (MDPLA)	<p>Leave Laws - MDPLA runs concurrently with federal FMLA</p> <p>Pay Laws - Whether the MDPLA will run concurrently with the MD FMLI (leave and pay law) is not yet clear within the FMLI law (we will provide clarity on this once confirmed)</p> <p>Effective 10/01/25, MDPLA will no longer run concurrently with FMLA.</p>	Leave	<p>15 or more employees within 75 miles, but not more than 49 employees (MD)</p> <p>Effective 10/01/25: 15 or more employees within 75 miles, but not more than 49 employees (MD) and is not covered under the federal FMLA for the current calendar year</p>	12 months of employment with current employer, 1,250 hours worked in the 12 months preceding the leave	Yes	Yes	6 Weeks Pregnancy disability/childbirth and Parental leave	N/A	N/A	N/A
Family and Medical Leave Insurance Program (MD FMLI)*	<p>Leave Laws - MD FMLI will run concurrently with federal FMLA, once the MD FMLI program is live. Whether the MD FMLI will run concurrently with MDPLA is not yet clear within the FMLI law (we will provide clarity on this once confirmed).</p> <p>Pay Laws - N/A</p>	Leave and Pay	1 employee (MD)	Employee has worked 680 hours in Maryland with any MD employer (s) in the 4 calendar quarters preceding the leave	Yes	Yes	<p>Up to 12 Weeks Parental, family care, medical(including pregnancy disability), to care for a service member, and military exigency leave.</p> <p>12 weeks If an employee requires medical and parental leave in the same year. A birthing parent, for example, who is disabled due to their pregnancy could receive up to 12 weeks of medical leave and have an additional 12 weeks to bond with their child.</p>	Up to 90% of average weekly wage, up to \$1000 per week (2024).	N/A	Spouse, domestic Partner, child (incl. step child, in loco parentis), parent (incl. step-parent, in loco parentis), parent-in-law (incl. stepparent of their spouse and an individual who acted as a parent to their spouse i.e., in loco parentis), grandparent (incl. step-grandparent), grandchild, or sibling of the covered employee. Additionally, next of kin (care of a service member)

*Upcoming law (not active) - final details of the MD FMLI law are pending. Contributions to the program are expected to begin January 1, 2027, the law and its associated benefits become available to employees effective January 3, 2028. Previously, the effective dates were scheduled for July 1, 2025, and July 1, 2026, respectively.

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