

# Know the Difference

Starting January 1, 2028, the Maryland Family and Medical Leave Insurance (FAMLI) program will require most Maryland employers to offer paid family and medical leave (PFML) benefits to their employees. Understand your options as you decide which coverage is best for you and your employees.

## Are You Offering:

### State Plan\*

- Most public and private employers with at least one employee must provide paid medical, family caregiver, and military caregiver leave
- Requires 12 months (Jan. through Dec. 2027) of prefunding premiums
- Prefunding is necessary for all employees who work for you in 2027, including new employees
- Employers contact Maryland Department of Labor for assistance
- Employers submit premiums and file claims directly to the state
- The state issues benefit payments to employees
- Likely no dedicated account managers for employee and employer questions or assistance
- Guidance is still forthcoming. Employers likely responsible for those portions of payroll tax withholding, remittance, and reporting applicable to third-party sick pay

### Our Equivalent Plan

- Same coverage at no greater cost to the employer
- No contribution prefunding required
- Premiums start when employees are eligible for benefits
- Employers submit premiums to American Fidelity
- Employees file claims directly with American Fidelity; payments go directly to the employees
- Dedicated account managers year-round
- Assistance managing the complexities of leave processing
- Additional policies with American Fidelity that cover long-term disabilities and other risks available
- Employer assistance with certain tax and payroll obligations relating to benefit payments\*\*
- One-on-one employee education and leave communication

### AFleave™

- Assistance managing the complexities of leave processing for Maryland FAMLI, FMLA, and more
- Guidance on significant leave trends, legislation, regulatory and compliance updates
- Access to data and insights and leave action recommendations
- Integration with your employees' Maryland FAMLI benefit when paired with our Equivalent Plan
- Dynamic dashboard views and reports to manage and monitor multiple leaves

*\*This information is intended to be educational. This page and all downloadable items are up to date as of July 2025 and have not been updated for changes in the law, administration, or current events. Some of the information provided here is based on proposed regulations which have not yet become final. All dates and requirements are subject to change as rules are finalized. Employers are advised to closely monitor regulatory developments.*

*\*\*AFleave and PFML Tax Assist are add-on services to complement our Equivalent Plan and require a separate fee.*



Get the facts on  
Maryland FAMLI

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