



April 04, 2025

The Honorable Pamela Beidle
Senator
Maryland General Assembly
3 East Miller Senate Office Building
Annapolis, MD 21401

The Honorable Antonio Hayes
Senator
Maryland General Assembly
3 East Miller Senate Office Building
Annapolis, MD 21401

RE: Support of H.B. 0102

Dear Senator Beidle and Senator Hayes:

On behalf of the Maryland SHRM State Council (MD SHRM), we would like to express our support of H.B. 0102, which will delay the full implementation of Family Medical Leave and Insurance Program under the Maryland Department of Labor.

As the trusted authority on all things work, SHRM is the foremost expert, researcher, advocate and thought leader on issues and innovations impacting today's evolving workplaces. MD SHRM is the liaison and support organization that links Maryland's 10 local SHRM chapters with SHRM's regional and national organizations. It is dedicated to uniting and supporting Maryland's 7,683 SHRM members.

SHRM and MD SHRM are deeply concerned about the timeline of collecting payroll contribution to begin July 1, 2025. Employers are still waiting on guidance from the department to understand how to register with the state in order to get private plans approved if they consider this as an alternative to the state plan. Employers are also waiting on guidance from payroll companies on activating the employer and employee tax rates within the systems. Employers continue to question two key provisions within the current regulations regarding service requirements for eligibility (e.g., is there an opportunity to negotiate a 680 hour rule for each individual employer – instead of cumulative across state employers, helping each employer to determine eligibility, without relying on the state program to determine eligibility) and the expanded definitions of family member, which are different from Family Medical Leave Act (FMLA). For instance, leaving a lot of confusion whether an employee qualifies for twelve weeks under FMLI for a parent-in-law and also another 12 weeks under FMLA for their own serious medical condition.

MD SHRM supports this legislation and we believe our expertise can be a valuable resource to ensure the program is set-up for successful implementation once this delay is passed. We



recognize your desire and share your goal of improving work/life integration for Maryland employees.

If you have questions regarding SHRM's position on H.B. 0102 or other policies impacting the workplace, please contact Paige Boughan (MD SHRM – paigeinflipflops@gmail.com).

Thank you for the work you do on behalf of your constituents and Maryland businesses.

Sincerely,

Paige Boughan
Maryland SHRM State Council
Legislative Director

cc: Maryland General Assembly