



Maryland Municipal League  
*The Association of Maryland's Cities and Towns*

## TESTIMONY

April 4, 2025

**Committee:** Senate Finance

**Bill:** HB 102 - Family and Medical Leave Insurance Program - Revisions

**Position:** Favorable

**Reason for Position:**

The Maryland Municipal League (MML) supports House Bill 102 as amended. The bill makes several alterations to the Family and Medical Leave Insurance (FAMLI) program including an 18-month delay in the implementation of the program and a provision that exempts local governments from escrowing contributions before benefits begin.

MML and its member cities and towns worked in collaboration with the Department of Labor (DoL) throughout the legislative and regulatory processes as the FAMLI framework was crafted. In light of DoL's announcement seeking an 18-month delay in the implementation of the FAMLI program, MML supports the Department's request as a necessary step to allow for a smooth rollout. This delay would also allow local governments to more fully explore options, including private plans, to comply with FAMLI requirements.

Additionally, the bill contains a provision that would address an issue that arose during the regulatory process regarding the timeframe between the start of mandatory contributions to the Fund and the beginning of benefits. The clause in Section 2 prohibits DoL from requiring local governments to escrow contributions during this period. This language removes an administrative hurdle and provides much needed financial flexibility for local governments as they prepare upcoming fiscal year budgets.

MML, on behalf of 161 local government members and their 24,000 employees, supports HB 102 to ensure the FAMLI program is ready to serve Maryland's workers and to allow municipal governments to adequately comply with the FAMLI requirements. For these reasons, MML respectfully requests a favorable report on House Bill 102, as amended. Thank you and for more information, please contact Bill Jorch, Director, Public Policy and Research at [billj@mdmunicipal.org](mailto:billj@mdmunicipal.org).