

Update to Maryland Paid Family and Medical Leave Insurance (FAMLI) & Amendment to 2025 Employee Handbook

Dear Team,

We are writing to inform you of an important update regarding the Maryland Paid Family and Medical Leave (FAMLI) Insurance.

The Maryland General Assembly recently passed legislation establishing new implementation dates for the FAMLI system. As a result, the timeline has changed as follows:

- **Payroll deductions will now begin on January 1, 2027**
- **Benefits will become available beginning January 3, 2028**

This update supersedes the previously communicated implementation date of July 2025.

Please note: **This communication serves as an official amendment to the 2025 Employee Handbook**, which was published prior to the State of Maryland's announcement of these changes. All references in the handbook regarding Maryland FAMLI implementation and deduction timelines should now be understood in accordance with the revised schedule outlined above.

You can find more information here:

<https://paidleave.maryland.gov/employers/Pages/home.aspx>

We are committed to keeping you informed as more information becomes available from the Maryland Department of Labor, and we will provide additional guidance as we approach the updated implementation dates.

Should you have any questions regarding this update or how it may impact you, please contact the Human Resources Department.

Thank you for your continued attention and cooperation.

Sincerely,
Nancy Moran

HR Generalist

Essential Software Inc

nancy.moran@essential-soft.com