
Discussion Document
June 6, 2023 Stakeholder Engagement Meeting

Before the Department of Labor begins the formal regulatory process governed by the Administrative Procedures Act, the FAMLI team will be organizing an informal process for engaging stakeholders to develop the FAMLI system's rules. There will be six phases to the process, corresponding to six policy areas we have identified as benefiting from substantive public engagement. For each phase:

- The FAMLI team will first release a discussion document that lays out areas for discussion and comment. We will send this document by email and post it on the Department of Labor's [website](#).
- One week after the release of each discussion document, we will hold a public meeting by video conference where members of the public can sign up to provide comments on or responses to one or more of the topics covered in the discussion document.
- Several weeks after each meeting, we will circulate draft rules that pertain to the policy area under discussion in that phase. Stakeholders are invited to provide written comments on each draft.

Each phase will last approximately 6 weeks with overlap between phases. We expect to complete the process in early fall 2023.

We will be accepting public comments to help shape the stakeholder engagement plan. We ask stakeholders to address one (or more) of the five questions below in their comments, which can be delivered orally at our June 6 meeting or in writing. Time will be allocated for 20 individuals to provide oral comments at the June 6 meeting. Oral comments will be limited to three minutes each. Individuals can indicate whether they would like to offer oral comments on the meeting registration form. Written comments should be sent to FAMLI.policy@maryland.gov. The meeting will be recorded. All comments will become part of the public record.

Questions

1. What are your top areas of concern that you think need to be resolved in the regulations? Are there areas of uncertainty in the legislation that you feel most urgently need to be resolved?
2. Are there time constraints for your industry or stakeholder group that we should be taking into consideration as we work through the implementation process?
3. What concerns do you have regarding the technical aspects of program administration (IT, claims processing, approval flow for private plans)?
4. What examples should the FAMLI team be looking to from other states who have implemented paid family leave?
5. Do you have any suggestions for making our informal regulatory engagement process a success?