

FAMILY MEDICAL LEAVE INSURANCE (FMLI)

Coming in 2026

WHAT DO WE HAVE NOW?

At this time employees of the Board are entitled to **Family Medical Leave (FMLA)** if they have used/will use beyond the 7 allotted days of family illness leave in a year. FMLA provides “job protected leave from work for family and medical reasons.”

FMLA protects leave for:

- birth of a child or placement of a child with the employee for adoption or foster care
- care for a child, spouse, or parent who has a serious health condition
- a serious health condition that makes the employee unable to work
- reasons related to a family member’s service in the military
 - leave related to foreign deployment
 - military caregiver leave: caring for a service member or veteran with a serious injury or illness

Eligible employees (must have worked for an employer for at least 12 months or at least 1,250 hours of service with the employer during the 12 months before the FMLA leave starts) can take:

- up to 12 workweeks of leave in a 12-month period for any reason except military caregiver leave
- Up to 26 workweeks of military caregiver leave during a single 12 month period
- Intermittent leave can be given, but there are special rules for employees of elementary schools, secondary schools, and school boards.

FMLA is applied for through the ACPS Human Resources Department-301-759-2033

WHAT IS FMLI?

Family Medical Leave Insurance (also known as the Time to Care Act-SB275/HB8) ensures that eligible employees will be entitled to receive up to 12 weeks of **paid** family and medical leave per benefit year.

Contributions will be deducted from employee paychecks like Social Security and Unemployment is currently. Contributions cannot exceed 1.2% of employee’s wages up to SS wage base. Employees must have worked at least 680 hours over a 12 month period to be eligible for FMLI.

MORE INFORMATION TO COME AS WE RECEIVE IT!

