Purpose of the Policy
The purpose of the Family and Medical Leave (FML) policy is outline the process that Participating Organizations will use to comply with the Family and Medical Leave Act.

Scope
This policy applies to:

- HCGH OB/GYN Associates
- Howard County General Hospital
- Johns Hopkins All Children’s Health System
- Johns Hopkins Bayview Medical Center
- Johns Hopkins Community Physicians
- Johns Hopkins Healthcare LLC
- Johns Hopkins Home Care Group
- Potomac Home Health Agency & Home Support
- Johns Hopkins Medical Management Corporation
- Johns Hopkins Medicine International
- Johns Hopkins Regional Physicians
- Johns Hopkins Surgery Centers Series
- Suburban Hospital
- The Johns Hopkins Health System Corporation
- The Johns Hopkins Hospital
- Johns Hopkins Healthcare LLC
- Johns Hopkins Imaging

What You Need to Know
- The Family and Medical Leave Act (“FMLA”) allows eligible employees up to 12 workweeks of unpaid, job-protected leave in a 12-month period. Leave may be granted for the following qualifying reasons:
  - For the birth of a son or daughter, and to care for the newborn child within the first year;
  - For the placement of a son or daughter with the employee for adoption or foster care;
  - To care for the employee’s son, daughter, spouse or parent who has a serious health condition;
  - Because of the employee’s own serious health condition that makes the employee unable to perform the functions of the employee’s position, including work-related injuries and illnesses;
  - To address a qualifying exigency (military qualifying exigency leave); or
  - To care for a covered service member (military caregiver leave).

For questions pertaining to this policy, please contact your local HR Business Partner or HR department.

More Information: See the entire policy by clicking on this link: