

Family Medical Leave Act

Ingram State Technical College complies with the Family Medical Leave Act of 1993, which entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave.

Eligible employees are entitled to twelve workweeks of leave in a 12-month period for:

- the birth of a child and to care for the newborn child within one year of birth;
- the placement with the employee of a child for adoption or foster care and to care for the newly placed child within one year of placement;
- to care for the employee's spouse, child, or parent who has a serious health condition;
- a serious health condition that makes the employee unable to perform the essential functions of his or her job;
- any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military member on "covered active duty;"

The FMLA also includes a special leave entitlement that permits eligible employees to take up to twenty-six workweeks of leave during a single 12-month period to care for a covered service member with a serious injury or illness who is the spouse, son, daughter, parent, or next of kin to the employee (caregiver leave).

More information about the FMLA is available at: <https://www.dol.gov/WHD/fmla/>

If you have questions regarding your rights under the Family Medical Leave Act, or to report an absence for one or more of the reasons noted above, contact Andrea Richardson at 34-290-3251.