

Maryland Healthy Working Families Act

- The Maryland General Assembly has enacted a new law called the *Maryland Healthy Working Families Act*, which creates a state requirement for employers to provide sick and safe leave to employees. The law goes into effect as of February 11, 2018.
- Most Montgomery County Public Schools (MCPS) employees will not see any significant changes to their sick leave, because they already are eligible for paid sick leave at a rate that meets or exceeds the new law's requirements. This includes MCPS employees in permanent budgeted positions who are covered by our negotiated employee agreements.
- The law will extend paid sick leave coverage to MCPS temporary part-time employees who regularly work at least 12 hours per week. These employees will become eligible to one hour of leave for every 30 hours worked, subject to the terms of the law. For temporary part-time employees who qualify for paid leave under the new law, the amount of leave accrued may not exceed 40 hours in a given work year, and they will be required to use their leave in increments of 4 hours each.
- The MCPS substitute teacher contract that is part of the negotiated MCEA contract provides leave for long-term substitutes and is aligned with the provisions of the new law.
- The law also covers other MCPS temporary part-time employees, such as Interim Instructional Services (IIS) teachers, who regularly work at least 12 hours per week.
- MCPS and other school districts in Maryland are seeking legal guidance as to whether the new law also applies to short-term substitutes.
- MCPS will provide individuals newly eligible to accrue leave under this law with additional guidance regarding next steps and guidelines to apply for such leave.
- The Department of Labor, Licensing and Regulations for the state of Maryland is expected to release communication materials advising employees of their rights and responsibilities under this law. This notice will be distributed to all employees as soon as it is available.
- [Review the full text of the law.](#)