

March 7, 2013



Employers Must Update Their FMLA Posters

Covered employers must now update the information they post regarding the Family and Medical Leave Act to include changes to the Act, primarily relating to military family leave. Among other updates, the changes extend qualifying exigency leave to family members of service members in the Regular Armed Forces (the previous law only covered service members in the National Guard and Reserves); permit employees to take “parental care leave” to care for a military member’s parent; and revise the definition of “covered service member” under military caregiver leave to include veterans.

The U.S Department of Labor has revised its FMLA poster to reflect these revisions. The poster is available at:

<http://www.dol.gov/whd/regs/compliance/posters/fmlaen.pdf>. The DOL has also released updated FMLA forms, which are available at: <http://www.dol.gov/whd/forms/>.

Employers should review their handbooks to ensure that their FMLA policies and procedures comply with the new law.

Questions or Assistance?

If you have any questions about this posting requirement or the legislation itself, please contact Eric Lubochinski at 203-324-8154 or Henry Zaccardi at 860-251-5737.

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