

Compliance Update: Family and Medical Leave Act (FMLA)

Effective March 8, 2013, a Final Rule amending certain regulations of the Family and Medical Leave Act of 1993 (FMLA) will be incorporated into the law and is part of the revised FMLA posting. All employers who have more than 50 employees within a 75-mile radius must post the new poster as part of their federal posting requirements. [Click here](#) for a copy of the new poster.

The Final Rule implements amendments to the following:

- Military leave provisions of the Act made by the National Defense Authorization Act for Fiscal Year 2010, which:
 - ⇒ extends the availability of FMLA leave to family members of members of the Regular Armed Forces for qualifying exigencies arising out of the servicemember's deployment;
 - ⇒ defines those deployments covered under these provisions;
 - ⇒ extends FMLA military caregiver leave for family members of current servicemembers to include an injury or illness that existed prior to service and was aggravated in the line of duty on active duty; and
 - ⇒ extends FMLA military caregiver leave to family members of certain veterans with serious injuries or illnesses.
- The Airline Flight Crew Technical Corrections Act, which establishes eligibility requirements specifically for airline flight crewmembers and flight attendants for FMLA leave and authorizes the department to issue regulations regarding the calculation of leave for such employees as well as special recordkeeping requirements for their employers.

The Final Rule includes clarifying changes concerning the calculation of intermittent or reduced schedule FMLA leave, reorganization of certain sections to enhance clarity, the removal of the forms from the regulations, and technical corrections to the current regulations.

*If you would like to review your FMLA policy with one of our experienced HR Consultants or would like guidance with any unique FMLA issues or the application of these laws, please contact Director of Client Services, **June Garafano** at **215-654-9140 x404** or jgarafano@proxushr.com.*

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