



## Airline Legal Alert: New FMLA Regulations, Amendments, and Forms Effective in One Week

1/8/2009

All air carriers should be prepared for the new, expansive Family and Medical Leave Act (FMLA) regulations, which were issued by the Department of Labor (DOL) in November 2008, to take effect on January 16, 2009. Among other things, these new regulations:

- *Substantially* alter both the employer's and the employee's rights and responsibilities;
- Require employers to provide *four* different types of FMLA notice at various times during the leave process;
- Create several new certification forms; and
- Fully implement the January 2008 FMLA military amendments, which afforded two new categories of FMLA leave.

In light of the significant changes made by the new regulations, it is important for airline employers to ensure that their FMLA policies and forms are up to date and that managers have the appropriate training to ensure the new procedures are implemented properly.

If you have any questions regarding the new regulations, need assistance revising your policies or procedures, or require on-site or on-line (webinar) training, please contact Sarah Wimberly at [swimberly@fordharrison.com](mailto:swimberly@fordharrison.com) or 404-888-3842 or the Ford & Harrison airline group attorney with whom you usually work.