

Law of the Workplace

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CLIENT ALERT

Family and Medical Leave Act Military Caregiver and Exigency Leave Expanded

This week President Obama signed a bill into law that expands the military caregiver and exigency leave available under the federal Family and Medical Leave Act. Under the National Defense Authorization Act for Fiscal Year 2010, FMLA eligible employees who are family members of current Armed Forces members deployed to a foreign country, reserve, and National Guard members may take up to 12 weeks of leave for a qualifying exigency, *e.g.* military events, short-notice deployment, or child-care activities. Previously, only family members of reserve and National Guard members were eligible for qualifying exigency leave.

Additionally, eligible employees may now take up to 26 weeks of military caregiver leave to care for veterans who served in the Armed Forces, reserves, or National Guard within five years of the leave. Previously, eligible employees could not take military caregiver leave to care for veterans, only for active duty Armed Forces members.

The expansion of military caregiver and exigency leave are only a few of the recent revisions to the federal FMLA. Also, the Connecticut FMLA was updated during the most recent General Assembly session to conform to a number of the federal FMLA changes.

If you have not revised your FMLA policy to conform to the recent FMLA changes, now is the time to take action. Importantly, the Department of Labor requires each employer to maintain an up to date FMLA policy. Please feel free to contact any of the Firm's counsel for assistance with drafting or updating a FMLA policy.

Employers with questions regarding employment law issues may call the attorneys of Siegel, O'Connor, O'Donnell & Beck, P.C. at 860-727-8900 or by visiting us online at www.siegeloconnor.com.

This material is intended to provide you with information regarding a noteworthy legal development. It should not be regarded as a substitute for legal advice concerning specific situations in your operation. If you have any questions or would like additional information on this topic, please contact our Firm at (860) 727-8900 or www.siegeloconnor.com.

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