

HUMAN RESOURCES MEMORANDUM 08-014	DATE ISSUED: 04/10/2008
SUBJECT: Family Medical Leave Act (FMLA) – Service Member Family Leave amendment	REFERENCE: None
TO: Personnel Liaisons and Attendance Clerks	SUPERCEDES: None

PLEASE ENSURE THAT THIS INFORMATION IS SHARED WITH YOUR EMPLOYEES

Purpose

The purpose of this Human Resources (HR) Memorandum is to notify eligible employees of amended FMLA leave types for Service members.

Amendment to Family Medical Leave Act (FMLA)

Effective January 28, 2008, Section 101 of the Federal FMLA of 1993 was amended to include Active Duty Family Leave and Injured Service Member Leave.

New Leave Types for Service Members

The following leave types with eligibility criteria have been added to FMLA:

1. Active Duty Family Leave - An employee whose spouse, child or parent has been called to active duty or is already on active duty is entitled to take up to a maximum of 12 work weeks of leave during a 12-month period when the service member is called to active duty during a war or national emergency declared by the President or Congress.

Note: This is in addition to the 10 days of unpaid spousal leave.

2. Injured Service Member Leave - An employee whose spouse, child parent, or “next of kin” is injured while on active military duty may take up to a combined total of 26 work weeks of leave during the single 12-month period.

Note: The existing medical certification rules apply to this leave type.

Department of Labor’s Website

Please go to the [Department of Labor's website](#) for additional information regarding changes to FMLA leave.

Questions

For questions regarding this memorandum, please contact your personnel specialist.

/s/

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