

**SUMMARY OF FAMILY MEDICAL & LEAVE ACT  
CHANGES EFFECTIVE JANUARY 28, 2008**

Two important changes have been made to the Family Medical & Leave Act (FMLA) which should be incorporated into Company Handbooks (if the Company qualifies for FMLA coverage)<sup>1</sup>.

1. The first change provides FMLA leave for “eligible” family members to care for another family member who is serving, or has served, in the armed forces and has been injured while on active duty<sup>2</sup>. An employee needing leave for this purpose is entitled to 26 (twenty-six) weeks of unpaid leave per calendar year.

2. The second change allows twelve (12) months of leave for certain family members to assist other family members who are serving on active duty, or who have received a call to serve on active duty. Even though the law is presently in effect, the Regulations which are needed to clarify these changes have not yet been issued -- but are expected soon.

Companies need to amend the FMLA section of their Employee Handbooks in order to make them comply with this new legislation. Actual copies of the law, as amended, are available through the firm.

**Please contact Durwood D. Crawford for more information.**

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<sup>1</sup> The FMLA applies to companies having fifty (50) or more employees working within a seventy-five (75) mile radius.

<sup>2</sup> The definition of an “eligible” employee under the FMLA remains the same, except it is expanded to add the term “next of kin” to the present list of relationships that qualify.