



# COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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**MICHAEL J. HENRY**  
DIRECTOR OF PERSONNEL

August 25, 2008

To: Departmental Human Resources Managers

From: Michael J. Henry   
Director of Personnel

Subject: **NEW FAMILY AND MEDICAL LEAVE ACT (FMLA) POSTER**

The Family and Medical Leave Act was amended on January 28, 2008. The Act now permits a "spouse, son, daughter, parent, or next of kin" to take up to 26 workweeks of leave to care for a "member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness" or "12 workweeks of leave for any "qualifying exigency" arising out of the fact that the spouse, or a son, daughter, or parent of the employee is on active duty or has been notified of an impending call or order to active duty in the Armed Forces in support of the contingency operation."

All covered employers are required to display and keep on display a poster prepared by the Department of Labor summarizing the major provisions of the FMLA and the new amendment explaining FMLA provisions. The poster must be displayed in a conspicuous place where employees and applicants for employment can see it. It must also be displayed at all work locations even if there are no eligible employees. Although there is no particular size requirement, the poster and all the text must be large enough to be easily read.

As we informed you on February 11, 2008, the new legislation and the guidance on the rights and responsibilities are still being prepared. In the mean time, please find attached the amendment to the U.S. Department of Labor Poster. This notice should be placed alongside your current FMLA posters.

If you have any questions regarding posting requirements or need any additional information regarding the new FMLA provisions, please contact the Countywide Family and Medical Leave Coordinator, Regina W. Romeo, at (213) 974-8404 or [rromeo@hr.lacounty.gov](mailto:rromeo@hr.lacounty.gov).

MJH:ADC  
LCH:RWR

Attachment

c: Department Heads  
Deputy Chief Executive Officers  
Chief Deputies  
Administrative Deputies

*To Enrich Lives Through Effective and Caring Service*

# NOTICE

## Military Family Leave

*On January 28, President Bush signed into law the National Defense Authorization Act for FY 2008 (NDAA), Public Law 110-181. Section 585(a) of the NDAA amended the FMLA to provide eligible employees working for covered employers two important new leave rights related to military service:*

- (1) New Qualifying Reason for Leave.** Eligible employees are entitled to up to 12 weeks of leave because of “any qualifying exigency” arising out of the fact that the spouse, son, daughter, or parent of the employee is on active duty, or has been notified of an impending call to active duty status, in support of a contingency operation. By the terms of the statute, this provision requires the Secretary of Labor to issue regulations defining “any qualifying exigency.” In the interim, employers are encouraged to provide this type of leave to qualifying employees.
- (2) New Leave Entitlement.** An eligible employee who is the spouse, son, daughter, parent, or next of kin of a covered servicemember who is recovering from a serious illness or injury sustained in the line of duty on active duty is entitled to up to 26 weeks of leave in a single 12-month period to care for the servicemember. This provision became effective immediately upon enactment. This military caregiver leave is available during “a single 12-month period” during which an eligible employee is entitled to a combined total of 26 weeks of all types of FMLA leave.

Additional information on the amendments and a version of Title I of the FMLA with the new statutory language incorporated are available on the FMLA amendments Web site at [http://www.dol.gov/esa/whd/fmla/NDAA\\_fmla.htm](http://www.dol.gov/esa/whd/fmla/NDAA_fmla.htm).

