

March 5, 2013

Employers Must Display Updated FMLA Poster by March 8, 2013

On February 6, 2013, the U.S. Department of Labor issued new Family Medical Leave Act (FMLA) regulations that take effect on March 8, 2013. Accordingly, the FMLA employee rights poster has been revised to reflect changes caused by the recently approved regulations.

Most of the changes in the updated poster relate to new regulations regarding the FMLA's military leave provisions. The updated poster also provides clarification between the definition of "serious injury or illness" for a servicemember or veteran, and "serious health condition" under the FMLA, among other changes.

The regulations require covered employers to post the new, updated poster by March 8, 2013. Employers may begin using the new poster immediately or continue to use the old FMLA poster through March 7, 2013.

A copy of the updated poster can be accessed here: <http://www.dol.gov/whd/regs/compliance/posters/fmlaen.pdf>.

A side-by-side comparison of the previous regulations and the new regulations is available here: <http://www.dol.gov/whd/fmla/2013rule/comparison.htm#.URQTloDzU6o.twitter>.

If you have any questions regarding the updated FMLA poster or the regulatory changes to the FMLA, please contact your Butzel Long attorney or the authors of this Client Alert.

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