

Taken from MRA's Inside HR newsletter

Pending Legislation and Court Watch **Senate and House Pass FMLA Expansion for Military**

Last week the U.S. House of Representatives and the Senate approved legislation that would allow an expansion of the Family Medical Leave Act for wounded military service members. The bill is expected to be signed by the President before the end of the year.

While an effective date is not clear, there is recognition that employers would need some lead time to comply with this enhancement to FMLA. Included is a requirement that employers provide 12 weeks of FMLA leave to the immediate family members (spouses, children or parents) of reservists or members of the National Guard who are called to active duty in the U.S. military. In addition, employers must offer up to 26 weeks of unpaid leave to employees who are providing care for family members wounded while serving in the U.S. military. The leave can be taken all together or in increments.

If the bill is signed, MRA will provide resources for members to revise FMLA policies, forms, and procedures. Stay tuned!

Information contained in Inside HR should not be regarded as a substitute for legal counsel in specific areas. Members may contact the Information and Research Line at 866.ASK.MRA1 or 262.696.3660 or Infonow@mrnet.org for additional information.
© 2007 MRA - The Management Association, Inc.