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LABOR & EMPLOYMENT LAW ALERT

Significant Changes Related to the Family and Medical Leave Act

DOL Publishes Administrator's Interpretation Clarifying the Definition of "Adult Son or Daughter" for Purposes of FMLA Leave

On January 14, 2013, the U.S. Department of Labor's (DOL) Wage and Hour Division issued an Administrative Interpretation providing guidance on the definition of "son or daughter" under the Family and Medical Leave Act (FMLA) as applied to individuals 18 years or older that are incapable of "self-care" due to a mental or physical disability.

DOL Announces Final Rule for Implementing Amendments to the FMLA

Also, on February 5, 2013, the DOL's Wage and Hour Division published a Final Rule containing new and revised regulations in order to clarify and implement recent FMLA amendments that expanded the law's military family leave provisions. These amendments make various significant changes that are relevant to employers, including changes to the "qualifying exigency leave," the "military caregiver leave," the definition of serious injury or illness for a current service member, the definition of serious injury or illness for a covered veteran, the certification requirements of a "qualifying exigency leave," certification requirements of a "military caregiver leave," and the eligibility requirements for Airline Flight Crew Members, among other changes.

Updated Poster in Light of Recent Changes to Regulations Implementing the FMLA

Many provisions of the new Final Rule discussed above became effective on March 8, 2013. As of this date, employers with 50 or more employees are required to post an updated poster reflecting these changes. You may access a copy of the poster [here](#).

If you have any questions or comments, or wish additional information regarding the above matters, please contact any of the following attorneys:

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