

## DOL Issues New FMLA Requirements Effective March 2013

The U.S. Department of Labor (“DOL”) has published a Final Rule implementing statutory amendments to the Family and Medical Leave Act (“FMLA”). The Final Rule, published in the Federal Register on February 6, 2013, expands the military family leave provisions and incorporates a special eligibility provision for airline flight crew employees, as well as makes some additional regulatory changes. As set forth on the DOL’s website, several of the changes to the FMLA regulations made in the Final Rule, including military caregiver leave for a veteran, qualifying exigency leave for parental care, and the special leave calculation method for flight crew employees, will take effect on March 8, 2013.

Furthermore, in connection with these amendments, covered employers are required to display an updated poster describing employees’ rights under the FMLA by March 8, 2013. Accordingly, employers should review their FMLA policies, revise those policies as necessary, and begin using the new FMLA poster by March 8, 2013. A copy of the updated poster may be found [here](#).