# MEMORANDUM

TO: All Agency Human Resource Directors
FROM: Pat Writt, FMLA Manager, Division of Personnel Services
DATE: November 30, 2009
SUBJECT: Changes to the FMLA Regulations

Effective October 28, 2009, the signing of the National Defense Authorization Act created changes to the Family Medical Leave Act. The changes are as follows:

Care Giver Leave:

Military care giver leave has been expanded so it may be used to care for veterans undergoing treatment, recuperation or therapy for a military related injury or illness, as long as the veteran was a member of the Armed Forces, National Guard or Reserves within 5 years of requiring care. The changes also expand military care giver leave so that employees may use it to care for a covered service member's serious injury or illness incurred because service on active duty aggravated an existing or preexisting injuries. (Note: regular military personnel are now covered).

Exigency Leave:

Under the new law, qualifying exigency leave will now cover family members of the regular armed forces deployed to a foreign country. This is in addition to the current coverage of family members of the National Guard or Reserves.

The State uses the Federal FMLA forms. Those forms have not been changed yet. When any changes are made, we will notify you. Please review your policies and any documents, letters, etc that you use in administering the FMLA for your employees to make sure they are compliant with the changes.

If you should have any questions, please do not hesitate to contact me at 785-296-4352, pat.writt@da.ks.gov.