




DEPARTMENT OF PERSONNEL
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MEMO PERD #16/08

March 10, 2008

TO: Department Directors
Agency Personnel Liaisons

FROM: Todd Rich, Director 
Department of Personnel

SUBJECT: FMLA Poster Insert for Military Family Leave Amendments

The Department of Labor has issued a poster insert for the Military Family Leave Amendments, which provide new benefits under the Family and Medical Leave Act.

This poster is attached as a PDF document and is also available through our website under the poster adviser, which can be found at the following link:

<http://dop.nv.gov/PosterAdvisor.pdf>

This poster is required in addition to the Family and Medical Leave Act poster that you should already have posted in all State offices.

If you have any questions, please feel free to contact Renee Travis in the Employee and Management Services Division for assistance. She can be reached at 775-684-0111 or rtravis@dop.nv.gov.

TR:rt

cc: Agency Personnel Representatives

NOTICE

Military Family Leave

On January 28, President Bush signed into law the National Defense Authorization Act for FY 2008 (NDAA), Public Law 110-181. Section 585(a) of the NDAA amended the FMLA to provide eligible employees working for covered employers two important new leave rights related to military service:

- (1) New Qualifying Reason for Leave.** Eligible employees are entitled to up to 12 weeks of leave because of “any qualifying exigency” arising out of the fact that the spouse, son, daughter, or parent of the employee is on active duty, or has been notified of an impending call to active duty status, in support of a contingency operation. By the terms of the statute, this provision requires the Secretary of Labor to issue regulations defining “any qualifying exigency.” In the interim, employers are encouraged to provide this type of leave to qualifying employees.

- (2) New Leave Entitlement.** An eligible employee who is the spouse, son, daughter, parent, or next of kin of a covered servicemember who is recovering from a serious illness or injury sustained in the line of duty on active duty is entitled to up to 26 weeks of leave in a single 12-month period to care for the servicemember. This provision became effective immediately upon enactment. This military caregiver leave is available during “a single 12-month period” during which an eligible employee is entitled to a combined total of 26 weeks of all types of FMLA leave.

Additional information on the amendments and a version of Title I of the FMLA with the new statutory language incorporated is available on the FMLA amendments Web site at http://www.dol.gov/esa/whd/fmla/NDAA_fmla.htm.

