

# MARSHALL & MELHORN Reporter



## LABOR & EMPLOYMENT *Update*

September 2008

### REMINDER-MILITARY FAMILY LEAVE UPDATE

Congress recently amended the Family and Medical Leave Act of 1993 (FMLA) to add two new leave entitlements, greatly expanding the amount of leave available to eligible employees.

**New Qualifying Reason for Leave.** Employers must grant eligible employees up to 12 weeks of leave during any 12-month period due to “any qualifying exigency” (to be defined by the Department of Labor at a later date) arising from the employee’s spouse, child, or parent being on active duty or called to active duty in the U.S. Armed Forces.

**New Leave Entitlement.** An eligible employee who is the spouse, child, parent, or next of kin of a covered service member who is recovering from a serious illness or injury sustained in the line of duty on active duty is entitled to 26 weeks of leave in a single 12-month period to care for the service member.

Many Employers have already amended their policies to reflect this change, but for those of you who haven’t, these changes should be made to your FMLA policies to provide employees with notice of these new leave entitlements.

### OHIO HEALTHY FAMILIES ACT WITHDRAWN FROM NOVEMBER BALLOT

Late last week, the SEIU and the Ohioans for Healthy Families coalition filed their notice to withdraw the Ohio Healthy Families Act from the November ballot. The act would have provided seven days of paid sick leave for Ohioans who work for companies with more than 25 employees.

According to the SEIU’s president, it decided to withdraw the measure in favor of supporting a federal sick-leave mandate.

We will continue to monitor the federal version of the Healthy Families Act, H.R. 1542, which contains many of the same provisions as the Ohio Healthy Families Act.

### For More Information

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### About Marshall & Melhorn, LLC

Marshall & Melhorn, LLC is a full-service law firm. In addition to our Labor & Employment group, our firm has the following specialized practice areas:

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