

## NEW FMLA POSTER AND FORMS NOW AVAILABLE

To reflect the final Family and Medical Leave Act (“FMLA”) regulations adopted by the Department of Labor (“DOL”), DOL has revised the FMLA poster and optional forms for use by employers and employees. The poster and forms are now available on the DOL website for viewing and downloading; they can also be accessed by clicking on the underlined links below.

- [Family and Medical Leave Act \(FMLA\) poster](#). Every employer covered by the FMLA (generally those with 50 or more employees) is required to post and keep posted on its premises, in conspicuous places where employees are employed, a notice explaining the Act’s provisions.
- The Certification of Health Care Provider form (WH-380) for use under the prior regulations has been divided into two separate forms: an [Employee’s Serious Health Condition \(WH-380E\)](#) and a [Family Member’s Serious Health Condition \(WH-380F\)](#).
- The [Notice of Eligibility and Rights and Responsibilities form \(WH-381\)](#) has been revised.
- DOL has added new forms for [Designation Notice to Employee of FMLA Leave \(WH-382\)](#), [Certification of Qualifying Exigency for Military Family Leave \(WH-384\)](#), and [Certification for Serious Injury or Illness of Covered Servicemember for Military Family Leave \(WH-385\)](#).

The poster and forms become effective on January 16, 2009. Additional compliance assistance materials are also available on the FMLA Final Rule Web site at [www.dol.gov/esa/whd/fmla/finalrule.htm](http://www.dol.gov/esa/whd/fmla/finalrule.htm).

## ***REMINDER – ROUNDTABLE PROGRAM***

Shulman Rogers employment attorneys will also be hosting a roundtable discussion on the FMLA regulations and the recent amendments to the Americans with Disabilities Act on ***Wednesday, January 14, 2009*** from 7:30 am until 10:00 am in the Shulman Rogers Conference Center, Fourth Floor, 11921 Rockville Pike, Rockville,

Maryland. To attend, R.S.V.P. by calling 301-231-0924 or e-mailing [lswym@srgpe.com](mailto:lswym@srgpe.com). There is no charge for the program, but reservations are required as seating is limited.