



Dear IPMA-HR Member:

Yesterday, President Bush signed into law the National Defense Authorization Act of 2008 (H.R. 4986). The law includes two provisions expanding the Family and Medical Leave Act for military families:

1. Active Duty Leave - an employee make take up to 12 weeks of unpaid FMLA leave for any qualifying exigency (as defined by regulation) related to a spouse, son, daughter or parent's active duty or notification of an impending call or order to active duty in the Armed Forces in support of a contingency operation.
2. Servicemember Family Leave (Caregiver) - an employee who is the spouse, son, daughter, parent or next of kin of a covered service member is entitled to a total of 26 workweeks of leave during a 12-month period to care for the servicemember. The leave is available during a single 12-month period. The provision become effective immediately.

The Department of Labor is expected to issue proposed regulations on this topic very soon as part of a broader FMLA regulation.