



DOL Issues Final Revised FMLA Regulations Deadline to Post -January 16, 2009

On December 18, 2008 the Department of Labor released the new posting for the Family and Medical Leave Act, marking the first major regulatory update of the 1993 law in more than 13 years.

FMLA policies and posters must be updated by the effective date of January 16, 2009. Pre-order now to assure your compliance.

Highlights of the revised regulation:

- The regulations implement statutory amendments that allow family members of wounded military personnel to take up to six months of unpaid leave to care for them during their rehabilitation process.
- Will improve communications between employees, employers, and health care providers to make the law operate more smoothly, and provide needed clarity for both workers and employers about their responsibilities and rights" under the FMLA.
- Will not reduce the law's coverage for workers who need FMLA leave and instead will reduce uncertainty and provide greater predictability in the workplace for everyone.
- Will clarify definitions of 'serious health condition'.
- Will consolidate new rules in one section that include all the requirements that employers must provide particular types of notice to employees and reconciles certain conflicts and time limits in the provisions.

ALERT- Ten states and 2 cities will have new Minimum Wages effective January 1, 2009. Update for your state's Minimum Wage increase and the FMLA change with one call. States to increase the Minimum Wage in January 2009 include:

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|-------------|--------|----------|--------|-------------------|--------|
| Arizona | \$7.25 | Missouri | \$7.05 | Vermont | \$8.06 |
| Colorado | \$7.28 | Montana | \$6.90 | Washington | \$8.55 |
| Connecticut | \$8.00 | Ohio | \$7.30 | San Francisco, CA | \$9.79 |
| Florida | \$7.21 | Oregon | \$8.40 | Albuquerque, NM | \$7.50 |

P.S. Did you know that 27 states now require state-specific "No Smoking" signs? Call CPC to check if your state mandates "No Smoking" posters.

With increased penalties for non-compliance, it is more important than ever before that your business have accurate, up-to-date posters. Call our Compliance Advisors at 800-817-7678 to review you state's current poster revisions. All state revisions will be included with the revised FMLA regulation.

Please Note: You can bring your posters into compliance by calling your Compliance Advisor at (800) 817-7678 or you may order online at www.complianceposter.com.