



# New Mexico State Personnel Board State Personnel Office

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## General Memorandum 2013- 004

TO: Cabinet Secretaries, Agency Heads and Elected Officials

FROM: Eugene J. Moser, Director 

DATE: May 29, 2013

SUBJECT: New Family Medical Leave Act Regulations

The U.S. Department of Labor (DOL) recently issued new Family and Medical Leave Act (FMLA) regulations. The substance of these new regulations, which went into effect March 8, 2013, relate to the FMLA's military leave provisions and airline flight crew personnel.

Provided that FMLA coverage and eligibility requirements are met, family members of current service members and veterans will now have far greater abilities to attend to personal matters and medical needs related to their family members' service. Additionally, airline flight crew employees, with their unique work schedules, will have greater access to the benefits of the FMLA and a special method of calculating leave.

The regulations required covered employers to post a new, updated FMLA poster no later than **March 8, 2013**. The new poster is available for download at the DOL's website: <http://www.dol.gov/whd/regs/compliance/posters/fmlaen.pdf>.

The DOL has also made available new certification, eligibility and designation forms, which are also available for download on its website: <http://www.dol.gov/whd/fmla/2013rule/militaryForms.htm>.

Please share this information with other HR professionals in your organizations. For information on this ruling, visit the DOL website links below.

- U.S. Department of Labor FMLA Ruling  
<http://www.dol.gov/whd/fmla/2013rule/>

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- U.S. Department of Labor-Side by Side Comparison of the 2008 and 2013 Provisions:  
<http://www.dol.gov/whd/fmla/2013rule/comparison.htm>
- U.S. Department of Labor - Frequently Asked Questions  
[http://www.dol.gov/whd/fmla/2013rule/militaryFR\\_FAQs.htm#17](http://www.dol.gov/whd/fmla/2013rule/militaryFR_FAQs.htm#17)
- U.S. Department of Labor - Military Leave Employee Guide  
[http://www.dol.gov/whd/fmla/2013rule/FMLA\\_Military\\_Guide\\_ENGLISH.pdf](http://www.dol.gov/whd/fmla/2013rule/FMLA_Military_Guide_ENGLISH.pdf)

If you have any questions, contact Michael Heitz, Legal Counsel at [Michael.heitz@state.nm.us](mailto:Michael.heitz@state.nm.us).

cc: Human Resource Managers

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