



BALCH & BINGHAM LLP

Alabama • Georgia • Mississippi • Washington, D.C.

LABOR AND EMPLOYMENT BULLETIN

November 18, 2008

EMPLOYERS SHOULD PREPARE FOR NEW FMLA REGULATIONS

On November 17, 2008, the Department of Labor published the new Family and Medical Leave Act regulations in the *Federal Register*. The new regulations provide clarification on some FMLA procedures, change some of the rules governing the FMLA, and provide guidance relating to the two new types of FMLA leave relating to employees with family members in the military.

Employers should note that the final regulations do differ in some respects from the proposed regulations previously published by the Department of Labor. The final regulations become effective sixty (60) days from their publication in the *Federal Register*. Between now and then, employers must begin preparing to adjust their FMLA processes to become compliant with the new regulations.

A copy of the new FMLA regulations may be found on the Department of Labor's website at <http://www.dol.gov/federalregister/PdfDisplay.aspx?DocId=21763>. Employers that need assistance in preparing for the new FMLA regulations should contact one of the members of the Labor & Employment Practice Group listed below.



L A B O R A N D E M P L O Y M E N T C O N T A C T S

BIRMINGHAM, AL

David R. Boyd
205.226.3485
dboyd@balch.com

Aaron L. Dettling
205.226.8723
adettling@balch.com

Monica G. Graveline
205.226.8722
mgraveli@balch.com

Douglas B. Kauffman
205.226.8758
dkauffman@balch.com

Lisa J. Sharp
205.226.8714
lsharp@balch.com

M. Jefferson Starling, III
205.226.3406
jstarling@balch.com

JACKSON, MS

R. Pepper Crutcher, Jr.
601.965.8158
pcrutcher@balch.com

Armin J. Moeller, Jr.
601.965.8156
amoeller@balch.com

David M. Thomas, II
601.965.8157
dthomas@balch.com

E. Russell Turner
601.965.8159
rturner@balch.com

ATLANTA, GA

T. Joshua R. Archer
404.962.3556
jarcher@balch.com

Michelle Rothenberg-Williams
404.962.5349
mrothenberg-williams@balch.com

MONTGOMERY, AL

David R. Boyd
334.269.3132
dboyd@balch.com

W. Pete Cobb, II
334.269.3128
pcobb@balch.com

Charles B. Paterson
334.269.3143
cpaterso@balch.com

John G. Smith
334.269.3150
jgsmith@balch.com

Dorman Walker
334.269.3138
dwalker@balch.com

The *Labor & Employment Bulletin* is published as an informational resource for clients and friends of Balch & Bingham, LLP. It does not contain legal advice, and is not a solicitation to perform legal services. No representation is made that the quality of legal services performed by Balch & Bingham LLP is greater than the quality of legal services performed by other lawyers. Design, logo, and content © 2008, Balch & Bingham LLP.

