



# Labor and Employment *ALERT*

Current Law Developments and Legal Issues

That May Affect You Or Your Business

Lafayette Shreveport

November 3, 2009

## [FMLA Benefits for Military Families are Expanded](#)

On October 28, 2009, President Obama signed the National Defense Authorization Act. This Act contains provisions expanding the military family leave benefits of the Family and Medical Leave Act (FMLA).

The first amendment extends the benefit of exigency leave to family members of those who serve in the Regular Armed Forces. Now, the families of covered active duty members of the military, not just families of National Guard members and Reservists, will be entitled to exigency leave. Up to 12 weeks of exigency leave is provided for the purpose of preparing for and participating in activities related to the deployment of a servicemember. The newest amendment will extend up to 12 weeks of exigency leave to family members of those in the Regular Armed Forces who are deployed to a foreign country.

The second amendment addresses the 26 weeks of leave provided to care for a servicemember who is injured or becomes ill while on active duty. This leave is available to the spouse, parent, child or next of kin of any servicemember. The most recent amendment provides that the 26 weeks of leave are also available to veterans for up to five years after the veteran leaves military service if he or she develops a service-related injury or illness that was incurred or aggravated while on active duty.

Employers should immediately revise their Family and Medical Leave Act policies and inform employees of the revisions.

Any questions about this issue can be directed to *Maria Fabre Manuel* at [manuelm@onebane.com](mailto:manuelm@onebane.com).

To Unsubscribe to this email, click on the link below. Thank you.

[Unsubscribe to Alert](#)

### [Important Links](#)

#### [Newsletter](#)

Read full text of the Onebane newsletter on our web site.

#### [The Onebane Firm](#)

See our complete web site for other information.

#### [Questions](#)

About this news item? E-mail [manuelm@onebane.com](mailto:manuelm@onebane.com) or call her at (337) 237-2660.

