



Municipal Technical Advisory Service  
INSTITUTE *for* PUBLIC SERVICE

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## FMLA Regulations Effective January 1, 2009

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We hope this information will be useful to you; reference to it will assist you with many of the questions that will arise in your tenure with municipal government. However, the *Tennessee Code Annotated* and other relevant laws or regulations should always be consulted before any action is taken based upon the contents of this document.

Please feel free to contact us if you have questions or comments regarding this information or any other MTAS website material.

Sincerely,

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## FMLA Regulations Effective January 1, 2009

**Reference Number:** MTAS-511

After a two-year period that involved nearly 20,000 comments, the DOL released a significant update to the Family and Medical Leave Act that took effect January 16, 2009.

The final update included clarifications to the military benefit enhancements that were released in early 2008 (NDAA) and specifies how to administer the changes that came about as a result of the amendment.

In addition, the rule re-organized the traditional FMLA regulations and clarified the statute's rights and obligations. The DOL also used this occasion to amend and create new forms that should be used for certification requirements regarding the use of FML and military family leave. Find the forms on the DOL website [1].

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### Links:

[1] <https://www.dol.gov/whd/fmla/forms.htm>

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