

**Department of Personnel Administration
Memorandum**

TO: Personnel Management Liaisons (PML)

SUBJECT: FMLA - Servicemember Family Leave	REFERENCE NUMBER: 2008-008
DATE ISSUED: 2/27/08	SUPERSEDES:

This memorandum should be forwarded to:

**Personnel Officers
Personnel Transactions Supervisors**

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Effective January 28, 2008, Section 101 of the Federal Family and Medical Leave Act (FMLA) of 1993 was amended to include the following leaves:

- **Active Duty Family Leave:** An employee whose spouse, child or parent has been called to active duty or is already on active duty is entitled to take up to a combined total of 12 workweeks of leave during a 12-month period when the servicemember is called to active duty during a war or national emergency declared by the President or Congress. *This is in addition to the 10 days of unpaid spousal leave.* An employee must provide reasonable notice to the employer for leave.
- **Injured Servicemember Leave:** An employee whose spouse, child, parent, or "next of kin" is injured while on active military duty may take up to a combined total of 26 workweeks of leave during the single 12-month period. The existing medical certification rules apply to this leave.

For additional information go to Department of Labor's website at <http://www.dol.gov/esa/whd/fmla/fmlaAmended.htm>.

/s/ Belinda Collins

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