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DOL Issues Employer Guidance and New FMLA Poster

The Department of Labor (DOL) just issued a new Family and Medical Leave Act (FMLA) poster that summarizes the major provisions of the FMLA. A copy of the poster can be found [here](#). The DOL believes the new poster is more reader-friendly. It certainly has a more definitive splash of color and now highlights the DOL's contact information to file a complaint. However, the DOL stated, "The February 2013 version of the FMLA poster is still good and can be used to fulfill the posting requirement."

The DOL also issued an Employer's Guide to The FMLA. A copy of the Guide can be downloaded [here](#). This Guide follows the DOL's previously released Employee's Guide to the FMLA. From a high altitude view, this guidance provides an organized and useful overview of the FMLA which will assist new and experienced HR professionals navigate this complex law. It includes numerous flow charts, which visually help illustrate the various FMLA speed bumps employers sometimes encounter when handling FMLA requests. The flow chart concerning military family leave is particularly helpful.

Unfortunately, it does not appear the DOL chose to address many of the thorny practical issues that continue to frustrate employers. That being said, we believe all HR professionals who administer FMLA requests will benefit from reviewing this new guidance.

If you have any questions about the two FMLA documents or any other aspect of the FMLA, please contact [Jeff Shoskin](#), [Tessa Castner](#), or any other member of the Frost Brown Todd [Labor and Employment Group](#).

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