



Hughes-Consulting

"News You Can Use"

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Hughes-Consulting specializes in **Human Resources and Business Management Consulting.**

Hughes-Consulting is an approved – Incumbent Worker Training Program (IWTP) training provider and an approved consultant to LANO and MEPoL

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Do you know if you have all of the information regarding federal and state employment laws properly posted within your facility(ies)? The link below will take you to a very useful Frequently Asked Questions website developed by the US Department of Labor. You can find the answer to the questions you should be asking and directions to the posters you should be posting. Many of the posters need to be seen only by your employees but a few need to be posted where anyone who applies to your organization for a position can see them. (EEO and Polygraph)

It's your choice whether you print out the required Federal posters from this site and post them where your employees will see them or use a company like G. Neil or Labor Law Center to buy the laminated all-in-one version.

<http://www.dol.gov/dolfaq/dolfaqBYtopic.asp?faqpage=1&topicId=17&topicTitle>

Louisiana laws can be found at this website:

http://www.laworks.net/Downloads/Downloads_Posters.asp#State Louisiana 'all-in-one' posters can also be found at G. Neil or Labor Law Center or other sites by searching under 'employment law posters'.

Family and Medical Leave Update:

If your organization employs 50 or more employees (counting both full and part-time), please note:

President Obama has signed into law the Fiscal Year 2010 National Defense Authorization Act (H.R. 2647). The new law includes an expansion of the recently-enacted exigency and caregiver leave provisions for military families under the Family and Medical Leave Act of 1993 (FMLA). These provisions are effective upon enactment.

In January 2008, Congress amended the FMLA to provide:

- **Exigency leave** - up to 12 weeks of leave for urgent needs related to a reservist family member's (spouse, son, daughter, or parent) call to active service.
 - **H.R. 2647** expands the exigency leave benefits to include family members of active duty service members. Under current law, only family members of National Guard and Reservists are eligible for "exigency leave."
- **Caregiver leave** - up to 26 weeks of unpaid leave to an employee to care for a family member (spouse, son, daughter, parent, or next of kin) who is injured while serving on active military duty.
 - **H.R. 2647** expands the caregiver leave provision to include veterans who are undergoing medical treatment, recuperation or therapy for serious injury or illness



that occurred any time during the five years preceding the date of treatment.

In addition to providing leave for military families, the FMLA provides unpaid leave for the birth, adoption or foster care placement of an employee's child, as well as for the "serious health condition" of a spouse, son, daughter, or parent, or for the employee's own medical condition. **To be eligible for the leave, employees must work in organizations of 50 or more employees and work at least 1,250 hours in a 12-month period.**