

To: Clients & Friends
From: Smith & Downey
Date: November 21, 2008
Re: Upcoming Seminar – FMLA Regulations

On November 17, 2008, the U.S. Department of Labor published a final rule that updates and revises the DOL's original regulations under the Family and Medical Leave Act. These new regulations impact many aspects of FMLA and require important adjustments to employers' existing FMLA policies and procedures, including notice requirements for both the employer and employees, certification issues, definitional changes and significant new changes to military-related leaves of absence. The regulations become effective on January 16, 2009.

On December 17, 2008, from 8 – 10 a.m. at the Sheppard Pratt Conference Center, we will be sponsoring a breakfast seminar to discuss this new development.

There is no fee for the seminar, but seating is limited, so please contact Jamie Siegman at (410) 321-9000 or jsiegman@smithdowney.com if you would like to attend.