



The Foundation for  
California State University, San Bernardino

# Did You Know???

Brought to you by The Foundation Human Resources Department

The federal Family and Medical Leave Act (FMLA) was recently expanded to include family members caring for veterans injured while on active duty in the U.S. Armed Forces as well as family members of an armed service member called to active duty?

- If an employee has a spouse, child, or parent in the armed services who is being deployed, or have been notified of an impending call or order (qualifying exigency) to active duty in the Armed Forces, they may qualify for as much as 12 weeks of unpaid leave.
- The new law also more than doubles the amount (up to 26 weeks) of unpaid leave an employee can take to care for a spouse, child or parent who suffered an injury or illness while on active duty that renders the serviceperson unable to perform their service duties.

These changes to the FMLA were just signed into law on January 28, 2008 and will likely require further interpretation. Just be advised that your employees may now request an unpaid leave of absence for these additional reasons.

Questions? Please call Foundation Human Resources at extension 77589.

**We are here to help!**

