



CONNECTICUT DEPARTMENT OF LABOR PUBLISHES GUIDANCE COMPARING FEDERAL AND STATE FMLA REGULATIONS

As we advised in our Employment Alert dated November 19, 2008, the Department of Labor's Wage and Hour Division (DOL) published, in the Federal Register, the first set of revisions to the Family and Medical Leave Act (FMLA) regulations on November 17, 2008. The FMLA is federal legislation that applies to employers with 50 or more employees. The final rule – 29 C.F.R. Part 825 – went into effect on January 16, 2009.

The State of Connecticut has its own state FMLA legislation (CFMLA) that applies to Connecticut employers with 75 or more employees.

In order to assist employers who are subject to both the FMLA and CFMLA, or smaller employers who voluntarily provide FMLA leave, we wanted to provide notification that the Connecticut DOL has published a document detailing the interaction between the Connecticut laws and the newly revised federal regulations. The document is available on the Connecticut DOL website:

<http://www.ctdol.state.ct.us/wgwkstnd/fmla/FMLA-Guidance.pdf>.

For further information on the Connecticut or federal FMLA regulations, or any other employment related question, please contact Christopher L. Brigham of the Employment Law Practice Group at (203) 786-8310 or cbrigham@uks.com, or Angel Peterson of the Employment Law Practice Group at (203) 786-8311 or apeterson@uks.com.

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