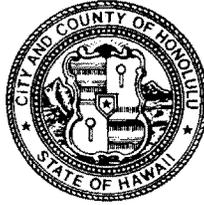


DEPARTMENT OF HUMAN RESOURCES  
**CITY AND COUNTY OF HONOLULU**

650 SOUTH KING STREET, 10<sup>th</sup> Floor  
HONOLULU, HAWAII 96813

MUFI HANNEMANN  
MAYOR



KENNETH Y. NAKAMATSU  
DIRECTOR

February 1, 2008

TO: ALL DEPARTMENT AND AGENCY HEADS

VIA: ADMINISTRATIVE/PERSONNEL OFFICERS

FROM: *Ken Nakamatsu*  
KEN Y. NAKAMATSU, DIRECTOR  
DEPARTMENT OF HUMAN RESOURCES

SUBJECT: FAMILY AND MEDICAL LEAVE ACT AMENDMENT

On January 28, 2008, the President signed into law the first expansion of the Family and Medical Leave Act (FMLA). The amendment adds two new FMLA qualifying events to include employees caring for an injured servicemember as well as employees who have a family member called to active duty.

Caregiver Leave for an Injured Servicemember (effective 1/28/08)

This benefit provides 26 weeks of FMLA leave during a single 12-month period for a spouse, son, daughter, parent, or nearest blood relative caring for a recovering servicemember. A recovering servicemember is defined as a member of the Armed Forces who suffered an injury or illness while on active-duty that may render the person unable to perform the duties of the member's office, grade, rank or rating.

Family Leave Due to a Call to Active Duty (pending final regulations)

This benefit provides 12 weeks of FMLA leave due to a spouse, son, daughter or parent being on active duty or having been notified of an impending call or order to active duty in the Armed Forces. Leave may be used for any "qualifying exigency" arising out of the servicemember's current tour of active duty or because the servicemember is notified of an impending call to duty in support of a contingency operation.

While the Department of Labor (DOL) develops regulations to fully implement this new law, in the meantime, they are encouraging employers to provide this type of leave to qualifying employees.

For more information, you may refer to the following DOL websites at  
<http://www.dol.gov/esa/whd/fmla/fmlaAmended.htm>  
[http://www.dol.gov/esa/whd/fmla/NDAA\\_fmla.htm](http://www.dol.gov/esa/whd/fmla/NDAA_fmla.htm)

if you have any questions, please call Fay Yamamoto, Labor Relations Specialist at 768-8551.