



EXPECT AN EXPERT

## **New FMLA poster to be released soon**

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A new Family and Medical Leave Act (FMLA) poster with the revised definition of spouse is expected to be released by the Department of Labor (DOL) at the end of May.

Under the FMLA, spouse status will now be determined based on the marriage's "place of celebration". The new definition, which includes individuals in lawfully recognized same-sex marriage and state recognized common-law marriages, including many entered into outside the U.S., became effective March 27, 2015.

HBI will distribute information when the new poster is released.

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