

Friday, January 4, 2008

## Labor and Employment Update: Amendment to the FMLA

By Ronald J. Stolkin

On December 21 an update from Fennemore Craig advised of revisions to the Family and Medical Leave Act (FMLA), which provided special and additional benefits to members of the military and their families. All reports stated that President Bush was set to sign the bill.

However, on Monday, December 31, the president surprised all the prognosticators when he pocket vetoed the bill that included revisions to the FMLA. The stated reason for the veto was that the bill contained provisions that would expand the ability of Americans to seek financial compensation from countries that supported or sponsored terrorist acts, including Libya, Iran and Iraq under Saddam Hussein.

It is expected that the president will work with Congress to restore a number of new military and veteran programs when Congress returns to work this month. It is not known, however, whether the previously proposed FMLA revisions will be included in any new legislation. We will provide you with updates as this situation unfolds.

*Ronald J. Stolkin focuses his practice in labor and employment. He also practices in education law and complex commercial litigation. Mr. Stolkin counsels management on personnel practices, employee discipline and labor relations. He defends employers in litigation alleging employment discrimination, breach of contract, wrongful discharge and other employment related torts. He has represented clients in connection with a broad range of employment related issues before government agencies such as the EEOC, the Department of Labor, the Arizona Civil Rights Division, and the Department of Education, and has counseled clients on a wide range of employment issues including employment handbooks and personnel policies, employment-at-will issues, wage/hour issues, drug and alcohol policies, sexual issues, employee disability issues, and leave of absence issues. He earned his B.A., (1967) and his J.D., (1970) from the University of Arizona.*



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