

\*Subject:\* UPDATE: Mandatory Employment Notices/Posters

\*\_CHIEF HUMAN RESOURCE OFFICERS\_\*

The revisions to the federal Family and Medical Leave Act go into effect on Friday, January 16<sup>th</sup>. A link to the revised FMLA notice, including information on Military Family Leave entitlements, is at the "Mandatory Employment Notices/Posters" web portal

([http://atyourservice.ucop.edu/administrators/employment/mand\\_emp\\_note.html](http://atyourservice.ucop.edu/administrators/employment/mand_emp_note.html))

\*Please replace your current FMLA

**\*<http://www.dol.gov/esa/whd/fmla/finalrule/FMLAposter.pdf> \*\*and**  
Military Family Leave Amendments

**\*<http://www.dol.gov/esa/whd/fmla/NDAAAmndmnts.pdf> \* posters with the revised notice.\***

Due to the substantive nature of many of the changes, and the relatively narrow 60-day window from the publication of the regulations to the January effective date, Our Unit continues to review PPSM and related policies to identify changes required to conform to the new FMLA regulations, as well as changes required by the recent ADA Amendments Act.

In addition to the policy changes, we will work closely with OGC so that new and revised leave forms issued by the Department of Labor are tailored as necessary to conform with California law. The forms will be posted on the "Family Medical Leave" portal (<http://atyourservice.ucop.edu/administrators/loa/fml.html>) and additional materials currently posted at the portal will be revised as well.

In addition, the following updates were made to the "Mandatory Employment Notices/Posters" web portal: \_ \_

\_Updated links to the following posters: \_

\* Minimum Wage Notice - Federal

<http://www.dol.gov/esa/whd/regs/compliance/posters/minwagebwp.pdf>

\* Walsh-Healy Act

<http://www.dol.gov/esa/whd/regs/compliance/posters/govbw.pdf>

\_Revised Document Title date:\_

- \* CAL/OSHA Notice of Safety and Health in the Workplace (Prior date: February 2006. Revised: February 2008)

[http://www.dir.ca.gov/dosh/dosh\\_publications/shpstreng012000.pdf](http://www.dir.ca.gov/dosh/dosh_publications/shpstreng012000.pdf) (This document shows a February 2006 effective date. I contacted Cal/Osha and they said that whatever is posted online is the most recent version.)

- \* Nondiscrimination [Title 7] (Prior date: August 2007. Revised: August 2008)

<http://www.dol.gov/esa/ofccp/regs/compliance/posters/pdf/eeopost.pdf>

- \* Unemployment Insurance, Disability Insurance, and PFL Notice (English and Spanish versions - Prior date: February 2007. Revised: November 2008)

[http://www.edd.ca.gov/pdf\\_pub\\_ctr/del857a.pdf](http://www.edd.ca.gov/pdf_pub_ctr/del857a.pdf)

- \* USERRA (Prior date: January 2006. Revised: October 2008)

[\\_http://www.dol.gov/vets/programs/userra/USERRA\\_Private.pdf\\_](http://www.dol.gov/vets/programs/userra/USERRA_Private.pdf)

Please contact me if you have questions.

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