



County of San Bernardino
FMLA REGULATIONS FOR MILITARY LEAVE PROVISIONS

New FMLA regulations, effective **March 8, 2013**, will impact military leave provisions. To view a full listing of changes, please click [here](#) (must have internet access). The table below summarizes the changes that impact military FMLA provisions.

Standard Insurance Company will manage FMLA absences, including absences related to military service. This information is being provided to give you an overview of the changes. Please contact EBSD with any questions or concerns.

Category	2008 Regulations	2013 Regulations
Qualifying Exigency Leave	<p>Employees who request qualifying exigency leave to spend time with a military member on Rest and Recuperation leave may take up to five days of leave.</p> <p>n/a</p>	<p>The amount of time an eligible employee may take for Rest and Recuperation qualifying exigency leave is expanded to a maximum of 15 calendar days.</p> <p>A new qualifying exigency leave category for parental care leave is added. Eligible employees may take leave to care for a military member's parent who is incapable of self-care when the care is necessitated by the member's covered active duty.</p>
Certification of Military Caregiver Leave	<p>The following health care providers may complete a certification for a covered service member: (1) U.S. Department of Defense (DOD) health care provider; (2) U.S. Department of Veterans Affairs (VA) health care provider; (3) DOD TRICARE network authorized private health care provider; (4) DOD non-network TRICARE authorized health care provider.</p>	<p>The list of health care providers has been expanded to include those not affiliated with DOD, VA or TRICARE.</p>
Military Caregiver Leave	<p>n/a</p>	<p>Covered veterans are defined as those discharged or released (under conditions other than dishonorable) up to five years prior to the date the employee's military caregiver leave begins.</p>