

Publications

Labor and Employment Alert: U.S. Department of Labor Clarifies Definition of Son or Daughter Under the FMLA

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On June 22, the Wage and Hour Division of the U.S. Department of Labor issued Administrator's Interpretation No. 2010-3 to clarify the definition of "son or daughter" under the Family and Medical Leave Act as it relates to "a child of a person standing in loco parentis." The new guidance provides that an employee may be eligible for child-related FMLA leave even if there is no biological or legal relationship between the employee and child.

Click on the link below to download the *Labor and Employment Alert* which covers this clarification.