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Department of Labor Broadens Family and Medical Leave Act Protections for Same-Sex Spouses

On February 25, 2015, the Department of Labor announced a new regulatory definition of “spouse” for purposes of spousal leaves under the Family and Medical Leave Act. The new definition will significantly enhance the opportunities for same-sex spouses to take leaves under the Act and will affect some opposite-sex spouses as well. This Legal Alert discusses the new regulation and how it will affect employers covered by the Family and Medical Leave Act.