

**PLAN NAME:**

**AMENDMENT No.**

**Effective Date:**

1. As of the Effective Date, **Plan Name:** is hereby amended to add the following provision:

**FMLA: Military Family Leave.** The Family and Medical Leave Act of 1993 shall include the following additional leave rights:

- Eligible employees are entitled to up to 12 weeks of leave because of “any qualifying exigency” arising out of the fact that the spouse, son, daughter, or parent of the employee is on active military duty or a reservist being called to active military duty in the Armed Forces and is deployed to a foreign country.
- An eligible employee who is the spouse, son, daughter, parent, or next of kin of an eligible covered servicemember as defined below is entitled to up to 26 work weeks of leave in a single 12-month period to care for the servicemember. For purposes of this provision, eligible covered servicemember shall mean a veteran who was a member of the Armed Forces (including a member of the National Guard or a military reservist) who are undergoing medical treatment, recuperation, or therapy for a serious illness or injury that occurred while in the military during the five year period preceding treatment.

All other Plan provisions remain unchanged so long as they are consistent with this Amendment.

In Witness Whereof, the undersigned authorized Representative of

**Employer Full Name:**

hereby adopts this Amendment to the **Plan Name:**

on this **day:** of **month:**, 2010.

Signature: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Title: \_\_\_\_\_