



June 10, 2008

PROXUS provides you with the following information to increase your knowledge on new laws and emerging legislation that may affect your employees.

May 27, 2008

I. Military Family Leave Signed into Law

President Bush signed into law the **National Defense Authorization Act** for Fiscal Year 2008 (NDAA). The NDAA amends the FMLA to extend coverage for employees to care for eligible family members who are military service members recovering from an illness or injury sustained while on active duty. The law allows these caregivers to take up to 26 weeks of unpaid leave, more than doubling the amount of time an eligible employee could have previously taken under the FMLA.

It also entitles eligible employees up to 12 weeks leave because of "any qualifying exigency" as a result of an eligible family member being notified of an impending call to active duty status. [Read more...](#)



May 3, 2008

II. Paid Family Leave Now Law in N.J.

Gov. Corzine, ignoring harsh criticism and dire warnings from the state's business community, yesterday made New Jersey the third state in the nation to adopt a **paid-family-leave law**. [Read more...](#)

January 28, 2008

III. House Bill Seeks to End Improper Worker Classification

The proposed "**Employee Misclassification Prevention Act**" will require employers to keep records on independent contractors [1099s] who perform services for pay to reduce the misclassification of employees as self-employed to avoid paying benefits. The act would allow for liquidated damages for affected workers and civil penalties of up to \$10,000 for employers that misclassify their workers. It also requires state unemployment insurance agencies to conduct audits to identify employers that misclassify employees and allows the Labor Department and Internal Revenue Service to share information on misclassification cases. [Read more...](#)

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