

## Wisconsin State Required Leaves of Absence

Statute/Leave Name	Covered Employer	Covered Employee	Reason for/Use of Leave	Length of Leave	Notice Requirements	Concurrent with other leaves
Bone Marrow & Organ Donation	<b>50 or more permanent employees</b>	Employee who has worked for the employer more than 52 consecutive weeks and for at least 1000 hours during that 52-week period.	Leave may be taken only for the period necessary for the employee to undergo the donation procedure and to recover from the procedure.	Up to six (6) weeks leave in a 12-month period	Not addressed	May run concurrently with both federal and WI FMLA
Civil Air Patrol	At least 11 employees on a permanent basis	Employee is a member of the Civil Air Patrol	Participation in a Civil Air Patrol emergency service operation. In advance of any emergency service operation, the employee must notify the Company <u>in writing</u> that they are a member of the Civil Air Patrol.	Up to 5 consecutive workdays or up to 15 days of leave in a calendar year to participate in an emergency service operation, so long as the leave of absence does not unduly disrupt business operations	Written notification to employer in advance that employee is a member of the Civil Air Patrol.	N/A
Emergency Responder Leave	All employers	Employees who volunteer as a firefighter, emergency medical technician, first responder, or ambulance driver for a volunteer fire department or fire	Response to an emergency,	Employees must be permitted to be late or absent from work if due to their response to an emergency	To be eligible for this leave, employees must comply with all of the following:  (1) Notify the Company of their status within 30 days of	

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		company, a public agency, or a non-profit corporation			<p>becoming an emergency responder by written statement signed by the chief or manager;</p> <p>(2) When dispatched to an emergency, make every effort to notify their supervisor as soon as possible in advance unless extreme circumstances prevent them from doing so, substantiated by a written statement from the chief or manager explaining why prior notification could not be made;</p> <p>(3) Submit a written statement from the chief or manager verifying their participation in the emergency</p>	

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					response, as well as the date and time of the response.	
FMLA (Wisconsin State)	At least 50 permanent employees anywhere during at least 6 of the last 12 months	Be employed in Wisconsin for at least 52-consecutive weeks; and Have been paid for at least 1,000 hours during the previous 52 weeks	<ul style="list-style-type: none"> <li>• Birth, adoption, placement for foster care</li> <li>• Employees serious health condition, or to care for a family member with a serious health condition (family members include an employee's parent-in-law, domestic partner (registered or unregistered) and domestic partner's parent.</li> </ul>	<ul style="list-style-type: none"> <li>• 2 weeks for the employee's serious health condition</li> <li>• 2 weeks to care for a family member</li> <li>• 6 weeks for bonding</li> </ul>	Made by employee in advance in a reasonable and practicable manner.	Federal FMLA
Jury/Court Duty	All employers	All employees	Jury or court duty	Not defined	For court duty – on the date or within one day of receipt of notice.	N/A
Military Leave	1 or more permanent employees	Employees who enlist in or who are inducted or ordered into federal active duty for 90 days or more, and any person whose services are requested by the federal government	Enlistment into the military or call to active duty of more than 90 days; active state service as a member of the National Guard or with the state laboratory of hygiene to assist with a public health emergency.	Not to exceed five (5) years cumulative leave, unless covered by an exception.	Advance notice unless precluded by military necessity or is otherwise impossible or unreasonable.	May run concurrently with USERRA.

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		<p>for national defense work as a civilian during a national emergency, who leaves or has left a permanent position are entitled to reemployment after completion of federal active duty or services</p> <p>Anyone who is a resident of Wisconsin and absent from a position of employment because of active state service, as a member of the national guard or with the state laboratory of hygiene for purposes of assisting the department of health services during a state of emergency relating to public health declared by the governor, is entitled to reemployment rights and benefits if</p>				

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		certain conditions are met				
Voting Leave	All employers	All employees	Voting	Up to three (3) consecutive hours off to vote while the polls are open.	Employees must notify their supervisor the day before the election; the supervisor may specify the times the employee may take for the voting leave.	N/A

State posting requirements can be found [here](#).