

WISCONSIN

Regulatory Compliance and Resources by State

STATE CONTINUATION OF COVERAGE

Reg 632.897 Wisconsin Continuation Law applies to persons that were insured under a group health plan with fewer than 20 employees, they may qualify for continuation of coverage privileges up to 18 months from the termination date of their coverage.

PAID FAMILY LEAVE

Family Medical Leave is a benefit available by state law to certain employees. The Family Medical Leave Act (FMLA) provides unpaid leave for an employee's serious health condition, the serious health condition of a parent, child or spouse, or for the birth or adoption of a child. A covered employer has at least 50 permanent employees during at least six of the last 12 months. Covered employees have worked for the employer for at least 52 consecutive weeks and for at least 1000 hours in the preceding 52-week period. An employer must permit the employee to take up to two weeks of leave for their own serious health condition in a calendar year, up to two weeks for the serious health condition of a parent, child or spouse, and up to six weeks for the birth or adoption of a child. This leave may be taken as needed in blocks or intermittently as needed by the employee.

During the leave, the employee's health insurance must be continued under the same conditions as prior to leave.

The employee must be allowed to substitute accrued paid or unpaid leave of any other type the employer provides.

When an employee returns from leave, they must be restored to the same position or an equivalent position in all terms and conditions of employment. An employer may require an employee to provide medical certification of the need for leave.

The employee must make requests for planned leave in advance in a reasonable and practicable manner whenever possible.

STATE EMPLOYER REPORTING/NA

PAID SICK LEAVE

There is no Wisconsin sick leave law requiring employers to give permanent employees sick leave benefits, whether paid or unpaid.

MANDATORY 401K/NA

RESOURCES

<https://oci.wi.gov/Pages/Homepage.aspx>