

Policy Title: Family Medical Leave Act Amendments

Primary Contact and Names of Members Who Worked on the Proposal:

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Brief Description

- Expand the coverage in the Wisconsin Family Medical Leave Act (FMLA) to include chronic conditions and caregiving responsibilities. Currently, Wisconsin's FMLA covers serious health conditions under care of a physician, which seems to cover only acute conditions.
- Expand the list of people covered to include grandparents, grandchildren and siblings.
- Expand how FMLA can be used to include attending training and education on caregiving duties and responsibilities, discharge planning meetings, and care planning meetings.

Analysis

- Anticipated benefits: How will this help benefit family caregivers, the paid direct care workforce, and people needing care in WI?

This would benefit working family caregivers making them more able to attend meetings, interact with health care providers and expand the pool of individuals available for caregiving coverage when a family is supporting someone in the community. While some employers do allow caregiving leave for chronic conditions, many do not. This would provide equal coverage for all individuals.

- Potential funding options/cost savings/benefits:
There is no additional state funding needed.
- What state agency or other entity would be responsible for implementing the proposal, if it were approved?
Department of Workforce Development (DWD)
- Cost estimates: Include any known information on what types of costs there would be, including staffing needs and whether costs would be one-time or ongoing. Include as close an approximation as possible.
No cost to the state