



MAJOR PROVISIONS OF FEDERAL AND STATE FAMILY AND MEDICAL LEAVE LAWS

Issues	Federal	Wisconsin	Most Favorable to Employees
Employers Covered	Employers of 50 or more employees within a 75 mile radius	Employers of at least 50 employees throughout the state	WISCONSIN
Hours Required	1,250 hours in preceding 12 months	1,000 hours in the preceding 52 weeks	WISCONSIN
Reasons for Leave	Leave is allowed for birth, adoption, or to care for own sick spouse, parent, or child	Leave is allowed for birth, adoption, or to care for own sick spouse, parent, or child. Allows for care of domestic partners and in-laws	WISCONSIN
Intermittent Leave	Allowed for on a case by case basis	Always allowed	WISCONSIN
Substitution of Paid Leave	Employee is restricted on substitution of paid or unpaid leave	Employee can choose to substitute accrued paid or unpaid leave of any kind	WISCONSIN