

TO: All Legislators

FROM: Representative Lisa Subeck and Senator LaTonya Johnson

DATE: January 23, 2020

RE: Co-Sponsorship of LRB-5121 and Senate companion relating to: allowing the enactment of local family and medical leave ordinances

SHORT DEADLINE: Thursday, January 30, 2020 by 5 PM

While federal and state law give unpaid family and medical leave protections to some employees, many go without access to any family and medical leave, and 40% of workers do not have access to a single day of paid leave. This forces workers to choose between their jobs and caring for themselves and their families.

Currently, in Wisconsin, local units of government are preempted by state statute from enacting an ordinance to guarantee leave, whether paid or unpaid. Our bill would return this ability to local government so that our local elected officials could make decisions related to guaranteeing leave that are responsible to their own communities.

In the last 10 years, more than 30 state and local laws have been enacted guaranteeing leave to employees working in those communities. Cities like Chicago, Los Angeles, Minneapolis, St. Paul, San Diego and Morristown, New Jersey have enacted policies ensuring employees can take leave for a new baby, time off to care for a sick child, or necessary time to recover from an illness themselves.

Please consider co-sponsoring LRB-5121, which would restore local control to cities, towns, villages and counties to enact standards requiring employer guaranteed family medical leave.

If you would like to co-sponsor LRB-5121, please respond to this email or call Rep. Subeck's office at 266-7521 by 5pm on Thursday, January 30, 2020 by 5 PM.

Analysis by the Legislative Reference Bureau

Current law prohibits a city, village, town, or county from enacting and administering an ordinance requiring an employer to provide an employee with leave from employment for certain family or medical reasons. This bill eliminates that prohibition.

For further information see the **local** fiscal estimate, which will be printed as an appendix to this bill.