



CO-SPONSORSHIP MEMORANDUM

TO: All Legislators

FROM: Representative Lisa Subeck and Senator LaTonya Johnson

DATE: Thursday, September 7, 2023

RE: Co-Sponsorship of LRB-0721 and Senate companion relating to: allowing the enactment of local family and medical leave ordinances

DEADLINE: Friday, September 22, 2023

We are introducing the Workers First package to ensure every worker has access to fair wages, good benefits, workplace protections, and a high quality of life. For too long, the Legislature has ignored the needs of working people, from rolling back workers' rights to undermining local control and diminishing the economic well-being of the men and women who work hard for a living. As our state continues to experience a worker shortage, it is past time to put Wisconsin workers first.

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 2/3 of low-wage earners have no access to 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 responsive to their own 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-0721, which would restore local control to cities, towns, villages and counties to enact standards requiring employer guaranteed family medical leave.

To co-sponsor, please reply to this email or call Rep. Subeck's Office at x9178 by **Friday, September 22, 2023**. All co-sponsors will be added to both the Assembly and Senate versions of the bill unless specified otherwise.

Analysis by the Legislative Reference Bureau

Under current law, a city, county, town, or village may not enact and administer an ordinance that requires an employer to provide family or medical leave to an employee. This bill eliminates that prohibition.

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