



## WISCONSIN LEGISLATIVE COUNCIL ACT MEMO

**2009 Wisconsin Act 140**  
[2009 Senate Bill 308]

**Lateness or Absence Due to  
Responding to an Emergency**

*2009 Wisconsin Act 140* requires that an employer permit an employee who is a volunteer fire fighter, first responder, emergency medical technician, or ambulance driver for a volunteer fire department or fire company, a nonprofit corporation, or a public agency to be late for or absent from work, without pay, if the lateness or absence is due to the employee responding to an emergency that begins before the employee is required to report to work. The Act requires that the employee comply with certain notification requirements.

The Act applies to both public and private employers, except paid fire departments and ambulance service providers. Further, the Act does not apply to employees employed to provide direct patient care at a hospital emergency department or intensive care unit.

**Effective Date:** The Act takes effect on March 18, 2010.

**Prepared by:** Jessica Karls-Ruplinger, Staff Attorney

March 8, 2010

JKR:wu:ksm

---

This memo provides a brief description of the Act. For more detailed information, consult the text of the law and related legislative documents at the Legislature's Web site at: <http://www.legis.state.wi.us/>.