



State of Wisconsin
2021 - 2022 LEGISLATURE

LRB-1999/1
JAM:klm

2021 ASSEMBLY BILL 1196

March 10, 2022 - Introduced by Representative BOWEN. Referred to Committee on Rules.

1 **AN ACT** *to amend* 103.10 (3) (a) 1.; and *to create* 103.10 (3) (b) 1m. and 103.10
2 (7) (d) of the statutes; **relating to:** family leave after miscarriage or stillbirth.

Analysis by the Legislative Reference Bureau

This bill permits employees covered by the state's family and medical leave law to use family leave if the employee's natural child is miscarried or stillborn.

Under the current state family and medical leave law, an employer that employs at least 50 individuals on a permanent basis must permit an employee who has been employed by the employer for more than 52 consecutive weeks and who has worked for the employer for at least 1,000 hours during the preceding 52 weeks to take family leave to care for a child, spouse, domestic partner, or parent of the employee who has a serious health condition and to take up to six weeks of family leave following the birth or adoption of a child, if the leave begins within 16 weeks of the birth or adoption. This bill permits a covered employee to take up to six weeks of family leave if the employee's natural child is miscarried or stillborn, if the leave begins within 16 weeks of the miscarriage or stillbirth.

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

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

3 **SECTION 1.** 103.10 (3) (a) 1. of the statutes is amended to read:

