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## WISCONSIN LEGISLATIVE COUNCIL ACT MEMO

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**2011 Wisconsin Act 16**  
[2011 Senate Bill 23]

**Preemption of Local Sick Leave  
Ordinances**

2011 Wisconsin Act 16 relates to preemption of city, village, town, or county ordinances requiring employers to provide employees with leave from employment to deal with family, medical, or health issues.

The Act prohibits a city, village, town, or county from enacting or administering an ordinance that requires employers to provide paid or unpaid leave for four reasons:

1. For the employee's own health condition or preventive medical care.
2. For a family member of the employee's health condition or preventive medical care.
3. For the employee's medical care or assistance relating to domestic violence.
4. For the employee's other family, medical, or health issues, for himself or herself or a family member.

The Act includes a statutory statement of legislative findings that a local ordinance requiring employers to provide leave would be inconsistent with uniform family and medical leave throughout the state.

The Act does not affect local ordinances that require leave for employees of the local governmental unit.

**Effective date:** Act 16 takes effect on May 20, 2011. If the terms of a collective bargaining agreement are inconsistent with the provisions of this Act, these provisions apply when the collective bargaining agreement expires, or is extended, modified, or renewed, whichever occurs first.

**Prepared by:** Margit Kelley, Staff Attorney

May 10, 2011

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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/>.