

FAMILY MEDICAL LEAVE ACT

Federal FMLA

Pursuant to 29 CFR 825.208 (b) (3) the twelve month period in which the 12 weeks of leave entitlement occurs will be:

“The 12-month period measured forward from the date any employee’s first FMLA leave begins.”

Under this method an employee would be entitled to 12 weeks of leave during the year beginning on the first date FMLA leave is taken; the next 12-month period would begin the first time FMLA leave is taken after completion of any previous 12-month period.

Wisconsin FMLA

Pursuant to DWD 225.01(1)(m) the 12-month period begins midnight on January 1 and ends at midnight on December 31 of each year.

Kewaunee County will use both calendaring systems based on the actual amount of FMLA used first under the Wisconsin provision, followed by the provisions used under the Federal Act.

Effective July 19, 2001