Chapter 16 Leave of Absence
16.10 Paternity Leave FMLA, WFMLA, and Contract/Admin code

Employees are encouraged to discuss with their Human Resources office how they would like to use their paternity/parental leave time. The information below summarizes the available options.

All leave sources count concurrently.
The six month leave without pay provision under the contract or Admin Code is the most generous benefit for length of time.
The WFMLA is the most generous benefit in terms of control given to the employee to take the leave in non-continuous increments within 16 weeks on either side of the birth or adoption placement.

There are three sources for paternity leave benefits for classified employees:
The Wisconsin Family Medical Leave Act, the Federal Family Leave Act, and the collective bargaining agreements for represented employees and administrative code for unrepresented classified employees.

First six weeks: Employee would receive six weeks of WFMLA family leave for which he may choose to use any accrued paid leave, including sick leave. (WFMLA allows use of this six weeks in non-continuous increments. The first increment may begin within 16 weeks before the actual birth, and the last increment may begin within 16 weeks after the actual birth.)

Second six weeks: Employee would receive six weeks of FMLA family leave for which he can substitute accrued annual leave or personal leave, but not sick leave (unless the spouse or child is ill, then he could use sick leave under other provisions.)

Remaining time up to three months of paternity leave: Employee would receive three months of unpaid paternity leave under state administrative rule or collective bargaining agreement.

If the employee has additional vacation, PH, comp time, etc available, the employee may request to use this paid time.