

SHORT TERM DISABILITY AND FAMILY MEDICAL LEAVE SUPPLEMENTING EXAMPLES;

SHORT TERM DISABILITY

- Begins on Day 13 (13 consecutive calendar days which includes weekends and holidays) at 60%
- Duration is 13 weeks (includes elimination period above)
- Exempt employees may use Sick time to cover the first 12 consecutive calendar days
- Non-Exempt employees may use casual, floating holiday, vacation or compensatory time to cover the first 12 consecutive calendar days. If exhausted, then unpaid.
- Supplements of casual, floating holiday, vacation and compensatory time are **required** during periods **not** protected by Wisconsin FMLA
- Administered by EPIC – checks will be sent by EPIC
- Supplements will be paid on the normal Racine County payroll schedule

FAMILY MEDICAL LEAVE

- Protects absence and is unpaid leave
- Federal FMLA allows 12 weeks/calendar year
- Wisconsin FMLA allows for 10 weeks/calendar year to be used as follows; 2 weeks for your own health condition, 2 weeks for a family member's health condition and 6 weeks for the birth of a child
- Supplements are required when **not** protected by Wisconsin FMLA. Please review your approval from FMLA Source for dates protected by Wisconsin FMLA.

EXAMPLES:

(A) EMPLOYEE'S OWN SERIOUS HEALTH CONDITION
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1. **Exempt** employee is approved for their **own health condition**;

- a. Federal FMLA 5/30/19 – 7/24/19 (8 weeks)
- b. Wisconsin FMLA 5/30/19 – 6/12/19 (2 weeks)
- c. STD 5/30/19 – 7/24/19 (8 weeks)

5/30/19 – 6/10/19 Federal & Wisconsin FMLA, paid with Exempt Sick time (first 12 consecutive calendar days)

6/11/19 – 6/12/19 Federal & Wisconsin FMLA, EPIC pays at 60%, may choose to supplement remaining 40% using floating holiday or vacation time **OR** not to supplement.

6/13/19 – 7/24/19 Federal FMLA, EPIC pays at 60%, required to supplement remaining 40% using floating holiday or vacation time (in this order).

2. **Non-Exempt** employee is approved for their **own health condition**;

- a. Federal FMLA 5/30/19 – 7/24/19 (8 weeks)
- b. Wisconsin FMLA 5/30/19 – 6/12/19 (2 weeks)
- c. STD 5/30/19 – 7/24/19 (8 weeks)

5/30/19 – 6/10/19 Federal & Wisconsin FMLA, paid with casual, floating holiday, vacation or compensatory time **OR** may remain unpaid (first 12 consecutive calendar days)

6/11/19 – 6/12/19 Federal & Wisconsin FMLA, EPIC pays at 60%, may choose to supplement remaining 40% using casual, floating holiday, vacation or compensatory time **OR** not supplement.

6/13/19 – 7/24/19 Federal FMLA, EPIC pays at 60%, required to supplement remaining 40% using casual, floating holiday, vacation or compensatory time (in this order).

(B) EMPLOYEE'S BIRTH OF A CHILD
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3. **Exempt** employee is approved for the **birth of a child**;

- a. Federal FMLA 5/30/19 – 8/21/19 (12 weeks)
- b. Wisconsin FMLA 5/30/19 – 6/12/19 and 6/13/19 – 7/24/19 (8 weeks)
- c. STD 5/30/19 – 7/10/19 (6 weeks)

5/30/19 – 6/10/19 Federal & Wisconsin FMLA, paid with Exempt Sick time (first 12 consecutive calendar days)

6/11/19 – 7/10/19 Federal & Wisconsin FMLA, EPIC pays at 60%, may choose to supplement remaining 40% using floating holiday or vacation time **OR** not to supplement.

7/11/19 – 7/24/19 - Federal & Wisconsin FMLA, may choose to supplement up to 100% using floating holiday or vacation time **OR** not to supplement.

7/25/19 – 8/21/19 Federal FMLA, required to supplement 100% using floating holiday or vacation time (in this order).

4. **Non-Exempt** employee is approved for the **birth of a child**;

- a. Federal FMLA 5/30/19 – 8/21/19 (12 weeks)
- b. Wisconsin FMLA 5/30/19 – 6/12/19 and 6/13/19 – 7/24/19 (8 weeks)
- c. STD 5/30/19 – 7/10/19 (6 weeks)

5/30/19 – 6/10/19 Federal & Wisconsin FMLA, paid with casual, floating holiday, vacation or compensatory time **OR** may remain unpaid (first 12 consecutive calendar days)

6/11/19 – 7/10/19 Federal & Wisconsin FMLA, EPIC pays at 60%, may choose to supplement remaining 40% using casual, floating holiday, vacation or compensatory time **OR** not to supplement.

7/11/19 – 7/24/19 Federal FMLA & Wisconsin FMLA, may choose to supplement using casual, floating holiday, vacation or compensatory time **OR** not to supplement.

7/25/19 – 8/21/19 Federal FMLA, required to supplement 100% using casual, floating holiday, vacation or compensatory time (in this order).

(C) SPOUSE'S BIRTH OF A CHILD

5. **Exempt** employee is approved for the **spouse's birth of a child**;

- a. Federal FMLA 5/30/19 – 8/21/19 (12 weeks)
- b. Wisconsin FMLA 5/30/19 – 7/10/19 (6 weeks)

5/30/19 – 7/10/19 Federal & Wisconsin FMLA, may choose to supplement using floating holiday or vacation time **OR** may remain unpaid.

7/11/19 – 8/21/19 Federal FMLA, required to supplement 100% using floating holiday or vacation time (in this order).

6. **Non-Exempt** employee is approved for the **spouse's birth of a child**;

- a. Federal FMLA 5/30/19 – 8/21/19 (12 weeks)
- b. Wisconsin FMLA 5/30/19 – 7/10/19 (6 weeks)

5/30/19 – 7/10/19 Federal & Wisconsin FMLA, may choose to supplement using casual, floating holiday, vacation or compensatory time **OR** remain unpaid.

7/11/19 – 8/21/19 Federal FMLA, required to supplement 100% using casual, floating holiday, vacation or compensatory time (in this order).

(D) FAMILY MEMBER'S SERIOUS HEALTH CONDITION

7. **Exempt** employee is approved for a **family members' serious health condition**;

- a. Federal FMLA 5/30/19 – 8/21/19 (12 weeks)
- b. Wisconsin FMLA 5/30/19 – 6/12/19 (2 weeks)

5/30/19 – 6/12/19 Federal & Wisconsin FMLA, may choose to supplement using floating holiday or vacation time **OR** may remain unpaid.

6/13/19 – 8/21/19 Federal FMLA, required to supplement 100% using floating holiday or vacation time (in this order).

8. **Non-Exempt** employee is approved for a **family member's serious health condition**;

a. Federal FMLA 5/30/19 – 8/21/19 (12 weeks)

b. Wisconsin FMLA 5/30/19 – 7/12/19 (2 weeks)

5/30/19 – 6/12/19 Federal & Wisconsin FMLA, may choose to supplement using casual, floating holiday, vacation or compensatory time **OR** remain unpaid.

6/13/19 – 8/21/19 Federal FMLA, required to supplement 100% using casual, floating holiday, vacation or compensatory time (in this order).