BILL

AN ACT to repeal 40.26 (1m), 40.26 (5m), 40.26 (6), 49.155 (6) (e) 2., 103.10 (1)
(a) 1., 103.10 (1) (a) 2., 103.10 (3) (a), 103.10 (4) (b), 103.10 (14) (b) and 323.19
(3) and (4); to renumber 103.10 (1m) (b) 1., 103.10 (1m) (b) 6., 103.10 (1m) (b)
7., 103.10 (14) (a) and 115.41; to renumber and amend 18.08 (7) (a) and
103.10 (1) (a) (intro.); to amend 18.08 (2), 20.255 (1) (hg), 20.435 (4) (bm),
20.867 (3) (x), 40.22 (1), 40.22 (2) (L), 40.22 (2m) (intro.), 40.22 (2r) (intro.), 40.22
(3) (intro.), 40.26 (1), 40.26 (2) (intro.), 40.26 (5) (intro.), 49.155 (6) (e) 3. (intro.),
49.175 (1) (q), 49.175 (1) (qm), 103.10 (1) (b), 103.10 (2) (c), 103.10 (3) (b) 3.,
103.10 (4) (a), 103.10 (6) (b) (intro.), 103.10 (6) (b) 1., 103.10 (7) (a), 103.10 (7)
(b) (intro.), 103.10 (7) (b) 1., 103.10 (10), 103.10 (12) (b), 103.10 (12) (c), 111.322
(2m) (a), 111.322 (2m) (b), 119.04 (1), 146.618, 146.64 (2) (c) 1. and 165.68 (1) (a)
3.; to create 20.255 (2) (ch), 20.255 (3) (ci), 20.255 (3) (cL), 20.255 (3) (cs), 20.255
(3) (ct), 20.437 (2) (c), 20.437 (2) (d), 20.445 (1) (bw), 20.445 (1) (bx), 20.445 (6),
25.17 (1) (er), 25.52, 43.05 (12m), 46.48 (22), 49.132, 49.133, 103.10 (1) (ap),
103.10 (1) (dm), 103.10 (1) (dp), 103.10 (1) (em), 103.10 (1) (gm), 103.10 (3) (b) 4., 103.10 (3) (b) 5., 103.10 (3) (b) 6., 103.10 (3) (b) 7., 103.10 (4m), 103.10 (6) (c),
103.10 (7) (cm), 103.10 (7) (d), 103.10 (7) (e), 103.10 (7) (f), 103.10 (7) (g),
103.105, 106.29, 106.295, 115.41 (2), 115.421, 115.422, 115.424 and 230.12 (9m)
of the statutes; and to affect 2023 Wisconsin Act 19, section 9104 (1) (i) 3. em.
and 4m. a.; relating to: fall workforce package, granting rule-making
authority, making an appropriation, and providing a penalty.

Analysis by the Legislative Reference Bureau

Payments to child care programs
This bill authorizes the Department of Children and Families to establish a
program for making monthly payments and monthly per-child payments to certified
child care providers, licensed child care centers, and child care programs established
or contracted for by a school board. This new payment program is in addition to the
current law system for providing child care payments under Wisconsin Shares. The
bill allows DCF to promulgate rules to implement the program, including
establishing eligibility requirements and payment amounts and setting
requirements for how recipients may use the payments. The bill funds the program
through a new appropriation and by allocating federal moneys, including child care
development funds and moneys received under the Temporary Assistance for Needy
Families block grant program.

Child care partnership grant program
This bill authorizes DCF to establish a grant program to award funding to
businesses that provide or wish to provide child care services for their employees.
The bill allows such a grant to be used to reserve child care placements for local
business employees, pay child care tuition, and other costs related to child care.
Under the bill, a grant recipient must provide at least 25 percent matching funds.
The bill allows DCF to promulgate rules to administer the grant program, including
to determine eligibility for a grant.

Family and medical leave expansion
Under the current 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 the employee’s child, spouse, domestic partner, or parent who has
a serious health condition. Employers covered under the law must also permit an
employee covered under the law to take up to two weeks of medical leave in a
12-month period when that employee has a serious health condition. An employee
may file a complaint with the Department of Workforce Development regarding an alleged violation of the family and medical leave law within 30 days after either the violation occurs or the employee should reasonably have known that the violation occurred, whichever is later.

This bill makes the following changes to the family and medical leave law:

1. Requires employers covered under the law to permit employees covered under the law to take family leave to provide for a grandparent, grandchild, or sibling who has a serious health condition.
2. Decreases the number of hours an employee is required to work before qualifying for family and medical leave to 680 hours during the preceding 52 weeks.
3. Increases the amount of weeks an employee is able to take in family and medical leave for any eligible reason to 12 weeks.
4. Extends the time period in which an employee may file a complaint with DWD to 300 days after either the violation occurs or the employee should reasonably have known that the violation occurred, whichever is later.
5. Removes the age restriction from the definition of “child” for various purposes under the family and medical leave law.
6. Requires employers to permit employees to take family leave in the instance of an unforeseen or unexpected gap in child care for an employee’s child, grandchild, or sibling or because of a qualifying exigency as to be determined by DWD related to covered active duty, as defined in the bill, or notification of an impending call or order to covered active duty of an employee’s child, spouse, domestic partner, parent, grandparent, grandchild, or sibling who is a member of the U.S. armed forces.
7. Requires employers to permit employees to take family leave to address issues related to the employee or the employee’s child, spouse, domestic partner, parent, grandparent, grandchild, or sibling being the victim of domestic abuse, sexual abuse, or stalking.
8. Requires employers to permit employees to take family leave to care for a child, spouse, domestic partner, parent, grandparent, grandchild, or sibling of an employee who is in medical isolation and requires employers to permit employees to take medical leave when an employee is in medical isolation. The bill defines “medical isolation” to include when a local health officer or the Department of Health Services advises that an individual isolate or quarantine; when a health care professional, a local health officer, or DHS advises that an individual seclude herself or himself when awaiting the results of a diagnostic test for a communicable disease or when the individual is infected with a communicable disease; and when an individual’s employer advises that the individual not come to the workplace due to a concern that the individual may have been exposed to or infected with a communicable disease.

**Family and medical leave benefits insurance program**

This bill creates a family and medical leave benefits insurance program, to be administered by DWD, under which a covered individual who is on certain family or medical leave is eligible, beginning on January 1, 2025, to receive up to 12 weeks of family or medical leave insurance benefits as specified in the bill from the family and
medical leave benefits insurance trust fund created under the bill. For purposes of
the bill, the following definitions apply:

1. A “covered individual” is an individual who worked for the same employer
for at least 680 hours in the calendar year prior to the year in which the covered
individual claims family or medical leave insurance benefits (application year) or a
self-employed individual or employee of a small employer who elects coverage under
the program.

2. “Family leave” means leave from employment, self-employment, or
availability for employment for the birth or adoptive placement of a new child; to care
for a family member who has a serious health condition or is in medical isolation; for
covered active duty; or to address issues related to being the victim of domestic abuse,
sexual abuse, or stalking.

3. “Medical leave” means leave from employment, self-employment, or
availability for employment when a covered individual is in medical isolation or has
a serious health condition that makes the employee unable to perform his or her
employment duties.

Under the bill, the amount of family or medical leave insurance benefits for a
week for which those benefits are payable is as follows:

1. For the amount of the covered individual’s average weekly earnings that are
less than 50 percent of the state annual median wage in the calendar year before the
individual’s application year, 90 percent of that individual’s average weekly
earnings.

2. For the amount of the covered individual’s average weekly earnings that are
more than 50 percent of the state annual median wage in the calendar year before
the individual’s application year, 50 percent of that individual’s average weekly
earnings.

Beginning on January 1, 2025, the bill requires each individual employed in
this state by an employer that regularly employs at least 50 individuals, including
an individual employed by the state, and any self-employed individual or employee
of a small employer who elects coverage under the family and medical leave benefits
insurance program to contribute to the trust fund a percentage of his or her wages
from employment or income from self-employment. Under the bill, each employer
must contribute the same amount as an employee. The bill requires DWD to collect
those contributions in the same manner as DWD collects contributions to the
unemployment reserve fund under current law.

The bill provides that an employer that provides paid family and medical leave
benefits that are identical to or more generous than those provided under the
program may request an exemption from participation in the program. The bill
requires DWD to promulgate rules to provide exemptions from participation in the
program.

The bill further does the following:

1. Requires DWD to promulgate rules providing for a right to a hearing in cases
of disputes involving an individual’s eligibility for benefits or status as a covered
individual under the program.
2. Requires DWD to promulgate rules providing for a right to a hearing in cases involving the liability of employers for contributions under the program.

3. Allows DWD to seek repayment of family or medical leave insurance benefits that are paid erroneously or as a result of willful misrepresentation. The bill allows DWD to establish other procedures for recovering overpayments and allows DWD to utilize procedures under the unemployment insurance law.

**Paid family and medical leave**

This bill requires the administrator of the Division of Personnel Management in the Department of Administration to develop a program for paid family and medical leave of 12 weeks annually for most state employees. The bill requires the administrator to submit the plan for approval as a change to the state compensation plan to the Joint Committee on Employment Relations. If JCOER approves the plan, the plan becomes effective immediately.

The bill also requires the Board of Regents of the University of Wisconsin System to develop a plan for a program for paid family and medical leave of 12 weeks annually for employees of the system and requires the board to submit the plan to the administrator of the Division of Personnel Management in DOA with its compensation plan changes for the 2023–25 biennium.

**UW–Madison engineering building**

This bill amends the 2023–25 Authorized State Building Program to add one project for the University of Wisconsin–Madison. The project involves the demolition of an engineering facility and construction of a replacement engineering building at UW–Madison. The bill transfers $197,336,000 from the general fund to the capital improvement fund for purposes of the project.

**Moneys transferred to capital improvement fund**

2023 Wisconsin Act 19 transferred moneys from the general fund to the capital improvement fund to fund projects in the 2023–25 Authorized State Building Program. This bill specifies that those moneys may be used for those projects. Current law generally provides that the capital improvement fund may be used only for purposes of public debt.

2023 Wisconsin Act 19 also provided the following:

1. That excess moneys transferred to the capital improvement fund under the act not used to fund projects authorized in the 2023–25 Authorized State Building Program must be transferred back to the general fund.

2. That moneys transferred to the capital improvement fund under the act, not to exceed $20,000,000, may be used to offset building program project budget cost overruns caused by inflation.

This bill provides that all moneys transferred to the capital improvement fund under the act not specified under item 1 above, or are not used to offset cost adjustments with respect to any building project authorized in the 2023–25 Authorized State Building Program, must be transferred back to the general fund.

**Funding for the UW System**

This bill provides additional funding for the UW System under its general program operations appropriation.
Wisconsin grant program

Under current law, the Wisconsin grant program, administered by the Higher Educational Aids Board, provides grants to postsecondary resident students enrolled at least half time and registered as freshmen, sophomores, juniors, or seniors in UW System, technical college, private, and tribal postsecondary institutions.

The bill increases HEAB’s biennial appropriation for Wisconsin grants in the 2023–25 fiscal biennium by various amounts for UW System students, technical college students, students enrolled in a private, nonprofit institution of higher education in this state, and tribal college students.

Nurse educator program funding

Under current law, HEAB administers a nurse educator program that provides 1) fellowships to students who enroll in certain postgraduate nursing degree programs at institutions of higher education; 2) postdoctoral fellowships to recruit faculty for nursing programs at institutions of higher education; and 3) educational loan repayment assistance to recruit and retain faculty for nursing programs in institutions of higher education.

This bill increases HEAB’s biennial appropriation for the nurse educator program by $5,000,000 in each year of the 2023–25 fiscal biennium.

Funding for the Technical College System

This bill provides additional funding for the Technical College System for state aid for technical colleges.

WRS annuitants returning to work

Under current law, if a Wisconsin Retirement System annuitant, or a disability annuitant who has attained his or her normal retirement date, is appointed to a position with a WRS–participating employer or provides employee services to a WRS–participating employer in which he or she is expected to work at least two-thirds of what is considered full-time employment by the Department of Employee Trust Funds, the annuity must be suspended and no annuity payment is payable until after the participant again terminates covered employment.

This bill removes the requirement that an annuitant suspend his or her annuity and instead allows an annuitant to elect to suspend the annuity and again become a participating employee or elect to not suspend his or her annuity and not become a participating employee. In other words, the bill allows an annuitant who returns to work for a participating employer but elects not to become a participating employee for purposes of the WRS to continue to receive his or her annuity.

Under current law, a WRS participant who has applied to receive a retirement annuity must wait at least 75 days between terminating covered employment with a WRS employer and returning to covered employment again as a participating employee. The bill reduces that period to 30 days.

Health care workforce innovation grants

This bill requires DWD to establish and operate a program to provide grants to regional organizations to design and implement plans to address their region’s
health care-related workforce challenges that arose during or were exacerbated by the COVID-19 pandemic.

**Funding for the WisCaregiver Careers program**

This bill increases by $6,000,000 in fiscal year 2024–25 the amount appropriated to DHS to provide funding for the WisCaregiver Careers program. The WisCaregiver Careers program is a workforce development program that provides free nurse aide training and evaluation, as well as retention bonuses for individuals who have been employed as nurse aides in a nursing home for at least six months.

**Treatment program grants**

Under current law, DHS is required to distribute a total of $750,000 in grants in each fiscal year to support treatment programs. Grant recipients are required to use the grant money for supervision, training, and resources, including salaries, benefits, and other related costs. This bill removes the requirement that DHS distribute a total of $750,000 in each fiscal year and provides $1,576,600 in fiscal year 2024–25 for grants to support treatment programs.

**Graduate medical education grants**

This bill increases the maximum amounts that DHS may award each fiscal year in grants to hospitals to support existing graduate medical training programs. Under current law, DHS may not distribute more than $225,000 to a particular hospital or more than $75,000 to fund an individual position in an existing graduate medical training program during a given fiscal year. The bill increases those limits to $450,000 and $150,000 per fiscal year, respectively.

**Health care workforce opportunity grants**

This bill requires DWD to establish and operate a program to provide grants to local workforce development boards to assist individuals whose employment was affected by the COVID–19 pandemic and whose employment outcomes have not improved since then. The department must target the program to individuals employed or seeking employment in health care-related fields and individuals who are currently ineligible for services under the federal Workforce Innovation and Opportunity Act.

**Grants to encourage teaching careers**

The bill creates a new grant program administered by the Department of Public Instruction and available to school districts and operators of independent charter schools to reimburse the cost of “Grow Your Own” programs. Under the bill, Grow Your Own programs include high school clubs that encourage careers in teaching, payment of costs associated with current staff acquiring education needed for licensure, support for career pathways using dual enrollment, support for partnerships focused on attracting or developing new teachers, or incentives for paraprofessionals to gain licensure. The bill appropriates $5,000,000 in fiscal year 2024–25 for this purpose.

**Teacher improvement program**

Under current law, DPI operates a teacher improvement program to provide prospective teachers with one–semester internships under the supervision of
licensed teachers, in-service activities, and professional staff development research projects.

Under the bill, DPI must provide stipends to individuals who are participating in the teacher improvement program. The stipends are $9,600 per individual per semester and begin in the 2024-25 school year.

**Stipends to student teachers**

The bill provides stipends, through DPI, to student teachers who are completing a teacher preparatory program that is approved by the superintendent of public instruction. The stipends are $2,500 per student teacher per semester and begin in the 2024-25 school year.

**Stipends to teachers overseeing student teachers**

The bill provides stipends, through DPI, to teachers who are overseeing a student teacher in their classrooms. The stipends are in the amount of $1,000 per teacher per semester and begin in the 2024-25 school year.

**Stipends to library interns**

The bill provides $50,000 in funding for the Division for Libraries and Technology in DPI to provide stipend payments to students who are pursuing a degree in library science and are placed as an intern in a public library or school library. The stipend payments are $2,500 per student per semester and begin in the 2024-25 school year.

**Development of apprenticeship pathways related to health care**

This bill provides funding and position authority to DWD to conduct outreach to stakeholders and partners to develop new apprenticeship pathways related to health care.

**Health care provider innovation grants**

Under current law, DHS is required to award grants for certain community programs. This bill allows DHS to distribute up to $7,225,000 in the 2023-24 fiscal year and up to $14,500,000 in the 2024-25 fiscal year as grants to health care providers and long-term care providers to implement best practices and innovative solutions to increase worker recruitment and retention. The bill increases appropriations to DHS to fund these grants and to support state administration and evaluation of the grant program.

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

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

1. **SECTION 1.** 18.08 (2) of the statutes is amended to read:

2. 18.08 (2) The capital improvement fund may be expended, pursuant to appropriations, only for the purposes and in the amounts for which the public debts
have been contracted, for the payment of principal and interest on loans or on notes, for the payment due, if any, under an agreement or ancillary arrangement entered into under s. 18.06 (8) (a) with respect to any such public debt, for the purposes identified under s. 20.867 (2) (v), (3) (x), and (4) (q), and for expenses incurred in contracting public debt.

**SECTION 2.** 18.08 (7) (a) of the statutes, as created by 2023 Wisconsin Act 19, is renumbered 18.08 (7) and amended to read:

18.08 (7) Notwithstanding sub. (3), moneys transferred under 2023 Wisconsin Act 19, section 9251 (1), cannot be commingled with other moneys in the capital improvement fund and all earnings on or income from investments of the moneys transferred under 2023 Wisconsin Act 19, section 9251 (1), and all excess moneys so transferred that are not used to fund building projects authorized in the 2023-25 Authorized State Building Program or are not used to offset cost adjustments with respect to any building project authorized in the 2023-25 Authorized State Building Program, shall be deposited into or transferred to the general fund.

**SECTION 3.** 20.005 (3) (schedule) of the statutes: at the appropriate place, insert the following amounts for the purposes indicated:

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<td>(2) AIDS FOR LOCAL EDUCATIONAL PROGRAMMING</td>
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<td>(ch) Grow your own programs; teacher pipeline capacity build-</td>
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### 20.437 Children and families, department of

#### (2) Economic Support

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### 20.445 Workforce development, department of

#### (1) Workforce Development

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<td>(bx) Health care workforce opportunity grants</td>
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1 (6) **FAMILY AND MEDICAL LEAVE BENEFITS INSURANCE**

2 program

3 (r) Administrative expenses; family
and medical leave benefits insur-
4 ance trust fund SEG B 65,767,800 18,779,000

5 **SECTION 4.** 20.255 (1) (hg) of the statutes is amended to read:

6 20.255 (1) (hg) *Personnel licensure, teacher supply, information and analysis and teacher improvement.* The amounts in the schedule to fund licensure administrative costs under s. 115.28 (7) (d) and 118.19 (10), teacher supply, information and analysis costs under s. 115.29 (5), and teacher improvement under s. 115.41 (1). Ninety percent of all moneys received from the licensure of school and public library personnel under s. 115.28 (7) (d), and all moneys received under s. 115.41 (1), shall be credited to this appropriation.

7 **SECTION 5.** 20.255 (2) (ch) of the statutes is created to read:

8 20.255 (2) (ch) *Grow your own programs; teacher pipeline capacity building.* The amounts in the schedule for grants under s. 115.422 to school districts and operators of a charter school under s. 118.40 (2r) or (2x).

9 **SECTION 6.** 20.255 (3) (ci) of the statutes is created to read:

10 20.255 (3) (ci) *Teacher improvement program stipends.* The amounts in the schedule for payments to individuals under s. 115.41 (2).

11 **SECTION 7.** 20.255 (3) (cL) of the statutes is created to read:

12 20.255 (3) (cL) *Library intern stipend payments.* The amounts in the schedule for library intern stipend payments under s. 43.05 (12m).
SECTION 8. 20.255 (3) (cs) of the statutes is created to read:

20.255 (3) (cs) Student teacher stipends. The amounts in the schedule for payments to student teachers under s. 115.421.

SECTION 9. 20.255 (3) (ct) of the statutes is created to read:

20.255 (3) (ct) Cooperating teacher stipends. The amounts in the schedule for payments to teachers under s. 115.424.

SECTION 10. 20.435 (4) (bm) of the statutes is amended to read:

20.435 (4) (bm) Medical Assistance, food stamps, and Badger Care administration; contract costs, insurer reports, and resource centers. Biennially, the amounts in the schedule to provide a portion of the state share of administrative contract costs for the Medical Assistance program under subch. IV of ch. 49 and the Badger Care health care program under s. 49.665 and to provide the state share of administrative costs for the food stamp program under s. 49.79, other than payments under s. 49.78 (8), to develop and implement a registry of recipient immunizations, to reimburse 3rd parties for their costs under s. 49.475, for costs associated with outreach activities, for state administration of state supplemental grants to supplemental security income recipients under s. 49.77, for state administration and evaluation of the health care provider innovation grants program under s. 46.48 (22), and for services of resource centers under s. 46.283. No state positions may be funded in the department of health services from this appropriation, except positions for the performance of duties under a contract in effect before January 1, 1987, related to the administration of the Medical Assistance program between the subunit of the department primarily responsible for administering the Medical Assistance program and another subunit of the department. Total administrative funding
authorized for the program under s. 49.665 may not exceed 10 percent of the amounts
budgeted under pars. (p) and (x).

**SECTION 11.** 20.437 (2) (c) of the statutes is created to read:

20.437 (2) (c) Child care quality improvement program. The amounts in the
schedule for the program under s. 49.133.

**SECTION 12.** 20.437 (2) (d) of the statutes is created to read:

20.437 (2) (d) Child care partnership grant program. The amounts in the
schedule for the grants under s. 49.132.

**SECTION 13.** 20.445 (1) (bw) of the statutes is created to read:

20.445 (1) (bw) Health care workforce innovation grants. As a continuing
appropriation, the amounts in the schedule for health care workforce innovation
grants under s. 106.29.

**SECTION 14.** 20.445 (1) (bx) of the statutes is created to read:

20.445 (1) (bx) Health care workforce opportunity grants. As a continuing
appropriation, the amounts in the schedule for grants under s. 106.295.

**SECTION 15.** 20.445 (6) of the statutes is created to read:

20.445 (6) Family and medical leave benefits insurance program. (q) Payment
of benefits; family and medical leave benefits insurance trust fund. From the family
and medical leave benefits insurance trust fund, a sum sufficient to pay for the
payment of benefits under s. 103.105 (3) and to refund moneys erroneously paid into
the fund.

(r) Administrative expenses; family and medical leave benefits insurance trust
fund. Biennially, from the family and medical leave benefits insurance trust fund,
the amounts in the schedule for the administrative expenses of the family and
medical leave benefits insurance program.
SECTION 16. 20.867 (3) (x) of the statutes, as created by 2023 Wisconsin Act 19, is amended to read:

20.867 (3) (x) Segregated revenue supported building program projects; inflationary project cost overruns. From the capital improvement fund, as a continuing appropriation, all moneys transferred under 2023 Wisconsin Act 19, section 9251 (1), and 2023 Wisconsin Act .... (this act), section 94 (11), to fund the projects enumerated under 2023 Wisconsin Act 19, section 9104 (1), including the project created by 2023 Wisconsin Act .... (this act), section 92, in the amounts designated as “segregated revenue” in that section for those projects; to fund the other expenditures and allocations designated as “segregated revenue” under 2023 Wisconsin Act 19, section 9104 (4) to (13); and to offset building program project budget cost overruns caused by inflation under s. 13.48 (2) (L) in a total amount up to $20,000,000.

SECTION 17. 25.17 (1) (er) of the statutes is created to read:

25.17 (1) (er) Family and medical leave benefits insurance trust fund (s. 25.52);

SECTION 18. 25.52 of the statutes is created to read:

25.52 Family and medical leave benefits insurance trust fund. There is created a separate nonlapsible trust fund designated as the family and medical leave benefits insurance trust fund, to consist of all moneys deposited in that fund under s. 103.105 (8).

SECTION 19. 40.22 (1) of the statutes is amended to read:

40.22 (1) Except as otherwise provided in sub. (2) and s. 40.26 (6) (1), each employee currently in the service of, and receiving earnings from, a state agency or other participating employer shall be included within the provisions of the Wisconsin
retirement system as a participating employee of that state agency or participating employer.

**SECTION 20.** 40.22 (2) (L) of the statutes is amended to read:

40.22 (2) (L) The employee is employed by a participating employer after the person becomes an annuitant, unless the service is after the annuity is suspended by the election of the employee under s. 40.26.

**SECTION 21.** 40.22 (2m) (intro.) of the statutes is amended to read:

40.22 (2m) (intro.) Except as otherwise provided in s. 40.26 (6)(1), an employee who was a participating employee before July 1, 2011, who is not expected to work at least one-third of what is considered full-time employment by the department, as determined by rule, and who is not otherwise excluded under sub. (2) from becoming a participating employee shall become a participating employee if he or she is subsequently employed by the state agency or other participating employer for either of the following periods:

**SECTION 22.** 40.22 (2r) (intro.) of the statutes is amended to read:

40.22 (2r) (intro.) Except as otherwise provided in s. 40.26 (6)(1), an employee who was not a participating employee before July 1, 2011, who is not expected to work at least two-thirds of what is considered full-time employment by the department, as determined by rule, and who is not otherwise excluded under sub. (2) from becoming a participating employee shall become a participating employee if he or she is subsequently employed by the state agency or other participating employer for either of the following periods:

**SECTION 23.** 40.22 (3) (intro.) of the statutes is amended to read:
40.22 (3) (intro.) Except as otherwise provided in s. 40.26 (6) (1), a person who qualifies as a participating employee shall be included within, and shall be subject to, the Wisconsin retirement system effective on one of the following dates:

SECTION 24. 40.26 (1) of the statutes is amended to read:

40.26 (1) Except as provided in sub. (1m) and ss. 40.05 (2) (g) 2. and 40.23 (1) (am), if a participant receiving a retirement annuity, or a disability annuitant who has attained his or her normal retirement date, receives earnings that are subject to s. 40.05 (1) or that would be subject to s. 40.05 (1) except for the exclusion specified in s. 40.22 (2) (L), the annuity shall be suspended, including any amount provided by additional contributions, and no annuity payment shall be payable after the month in which the participant files with the department a written election to be included within the provisions of the Wisconsin retirement system as a participating employee.

SECTION 25. 40.26 (1m) of the statutes is repealed.

SECTION 26. 40.26 (2) (intro.) of the statutes is amended to read:

40.26 (2) (intro.) Upon suspension of an annuity under sub. (1) or (1m), the retirement account of the participant whose annuity is so suspended shall be established on the following basis:

SECTION 27. 40.26 (5) (intro.) of the statutes is amended to read:

40.26 (5) (intro.) Except as otherwise provided in sub. (5m), if a participant applies for an annuity or lump sum payment during the period in which less than 75 days have elapsed between the termination of employment with a participating employer and becoming a participating employee with any participating employer, all of the following shall apply:

SECTION 28. 40.26 (5m) of the statutes is repealed.
**SECTION 29.** 40.26 (6) of the statutes is repealed.

**SECTION 30.** 43.05 (12m) of the statutes is created to read:

43.05 (12m) From the appropriation under s. 20.255 (3) (cL), beginning in the 2024-25 school year, provide payments, in the amount of $2,500 per student per semester, to students who are pursuing a degree in library science and are placed as an intern in a public library or school library. The division may promulgate rules to implement this subsection.

**SECTION 31.** 46.48 (22) of the statutes is created to read:

46.48 (22) Health care provider innovation grants. From the appropriation under s. 20.435 (7) (bc), the department may, beginning in fiscal year 2024-25, distribute not more than $14,500,000 in each fiscal year as grants to health care providers and long-term care providers to implement best practices and innovative solutions to increase worker recruitment and retention.

**SECTION 32.** 49.132 of the statutes is created to read:

49.132 Child care partnership grant program. (1) In this section, “business” means any organization or enterprise operated for profit or a nonprofit corporation. “Business” does not include a governmental entity.

(2) The department may establish a grant program to award funding to businesses that provide or wish to provide child care services for their employees. A grant awarded under this program may be used to reserve child care placements for local business employees, pay child care tuition, and other costs related to child care.

(3) A business awarded a grant under this section shall provide matching funds equal to 25 percent or more of the amount awarded.
(4) The department may promulgate rules to administer this section, including
to determine eligibility for a grant.

SECTION 33. 49.133 of the statutes is created to read:

49.133 Child care quality improvement program. (1) The department
may establish a program under which it may, from the appropriation under s. 20.437
(2) (c) and the allocation under s. 49.175 (1) (qm), make monthly payments and
monthly per-child payments to child care providers certified under s. 48.651, child
care centers licensed under s. 48.65, and child care programs established or
contracted for by a school board under s. 120.13 (14).

(2) The department may promulgate rules to implement the program under
this section, including establishing eligibility requirements and payment amounts
and setting requirements for how recipients may use the payments.

SECTION 34. 49.155 (6) (e) 2. of the statutes is repealed.

SECTION 35. 49.155 (6) (e) 3. (intro.) of the statutes is amended to read:

49.155 (6) (e) 3. (intro.) The department may modify a child care provider’s
maximum payment rate under subd. 2. pars. (a) to (c) on the basis of the provider’s
quality rating, as described in the quality rating plan, in the following manner:

SECTION 36. 49.175 (1) (q) of the statutes, as affected by 2023 Wisconsin Act 19,
is amended to read:

49.175 (1) (q) Child care state administration and licensing activities. For state
administration of child care programs under s. 49.155 and for child care licensing
activities, $42,117,800 in fiscal year 2021–22 and $41,803,100 in fiscal year 2022–23.
In fiscal year 2023–24, for such programs and activities, $45,796,000 $46,108,000.
In fiscal year 2024–25, for such programs and activities, $45,570,300 $46,194,300.
SECTION 37. 49.175 (1) (qm) of the statutes, as affected by 2023 Wisconsin Act 19, is amended to read:

49.175 (1) (qm) **Quality care for quality kids.** For the child care quality improvement activities specified in ss. 49.133, 49.155 (1g), and 49.257, $16,683,700 in fiscal year 2022-23. In fiscal year 2023-24, for such activities, $28,518,700 $47,518,700. In fiscal year 2024-25, for such activities, $46,018,700 $65,018,700.

SECTION 38. 103.10 (1) (a) (intro.) of the statutes is renumbered 103.10 (1) (a) and amended to read:

103.10 (1) (a) “Child” means a natural, adopted, or foster child, a stepchild, or a legal ward to whom any of the following applies.

SECTION 39. 103.10 (1) (a) 1. of the statutes is repealed.

SECTION 40. 103.10 (1) (a) 2. of the statutes is repealed.

SECTION 41. 103.10 (1) (ap) of the statutes is created to read:

103.10 (1) (ap) “Covered active duty” means any of the following:

1. For a member of a regular component of the U.S. armed forces, duty during the deployment of the member with the U.S. armed forces to a foreign country.

2. For a member of a reserve component of the U.S. armed forces, duty during the deployment of the member with the U.S. armed forces to a foreign country under a call or order to active duty under a provision of law specified in 10 USC 101 (a) (13) (B).

SECTION 42. 103.10 (1) (b) of the statutes is amended to read:

103.10 (1) (b) Except as provided in sub. (1m) (b) 2. and s. 452.38, “employee” means an individual employed in this state by an employer, except the employer’s parent, child, spouse, domestic partner, or child parent, grandparent, grandchild, or sibling.
SECTION 43. 103.10 (1) (dm) of the statutes is created to read:

103.10 (1) (dm) “Grandchild” means the child of a child.

SECTION 44. 103.10 (1) (dp) of the statutes is created to read:

103.10 (1) (dp) “Grandparent” means the parent of a parent.

SECTION 45. 103.10 (1) (em) of the statutes is created to read:

103.10 (1) (em) “Medical isolation” means any of the following:

1. When a health care professional, a local health officer, or the department of health services advises that an individual seclude herself or himself from others when the individual is awaiting the result of a diagnostic test for a communicable disease or when the individual is infected with a communicable disease.

2. When a local health officer or the department of health services advises that an individual isolate or quarantine under s. 252.06.

3. When an individual’s employer advises that the individual not come to the workplace due to a concern that the individual may have been exposed to or infected with a communicable disease.

SECTION 46. 103.10 (1) (gm) of the statutes is created to read:

103.10 (1) (gm) “Sibling” means a brother, sister, half brother, half sister, stepbrother, or stepsister, whether by blood, marriage, or adoption.

SECTION 47. 103.10 (1m) (b) 1. of the statutes is renumbered 103.10 (1) (an).

SECTION 48. 103.10 (1m) (b) 6. of the statutes is renumbered 103.10 (1) (gd).

SECTION 49. 103.10 (1m) (b) 7. of the statutes is renumbered 103.10 (1) (m).

SECTION 50. 103.10 (2) (c) of the statutes is amended to read:

103.10 (2) (c) This section only applies to an employee who has been employed by the same employer for more than 52 consecutive weeks and who worked for the employer for at least 1,000 hours during the preceding 52-week period.
SECTION 51. 103.10 (3) (a) of the statutes is repealed.

SECTION 52. 103.10 (3) (b) 3. of the statutes is amended to read:

103.10 (3) (b) 3. To care for the employee's child, spouse, domestic partner, or parent, grandparent, grandchild, or sibling, if the child, spouse, domestic partner, or parent, grandparent, grandchild, or sibling has a serious health condition.

SECTION 53. 103.10 (3) (b) 4. of the statutes is created to read:

103.10 (3) (b) 4. Because of any qualifying exigency, as determined by the department by rule, arising out of the fact that the spouse, child, domestic partner, parent, grandparent, grandchild, or sibling of the employee is on covered active duty or has been notified of an impending call or order to covered active duty.

SECTION 54. 103.10 (3) (b) 5. of the statutes is created to read:

103.10 (3) (b) 5. Because there is an unforeseen or unexpected short-term gap in child care for the employee's child, grandchild, or sibling that the employee must fill. The department may define by rule “unforeseen or unexpected short-term gap in child care.”

SECTION 55. 103.10 (3) (b) 6. of the statutes is created to read:

103.10 (3) (b) 6. To care for the employee's child, spouse, domestic partner, parent, grandparent, grandchild, or sibling, if the child, spouse, domestic partner, parent, grandparent, grandchild, or sibling is in medical isolation.

SECTION 56. 103.10 (3) (b) 7. of the statutes is created to read:

103.10 (3) (b) 7. To address issues of the employee or the employee's child, spouse, domestic partner, parent, grandparent, grandchild, or sibling related to being the victim of domestic abuse, sexual abuse, or stalking.

SECTION 57. 103.10 (4) (a) of the statutes is amended to read:
103.10 (4) (a) Subject to pars. (b) and par. (c) and sub. (4m), an employee who is in medical isolation or has a serious health condition which makes the employee unable to perform his or her employment duties may take medical leave for the period during which he or she is unable to perform those duties.

**SECTION 58.** 103.10 (4) (b) of the statutes is repealed.

**SECTION 59.** 103.10 (4m) of the statutes is created to read:

103.10 (4m) DURATION OF LEAVE. In a 12-month period, no employee may take more than 12 weeks of family leave for any combination of reasons specified under sub. (3) or (4).

**SECTION 60.** 103.10 (6) (b) (intro.) of the statutes is amended to read:

103.10 (6) (b) (intro.) If an employee intends to take family leave because of the planned medical treatment or supervision of a child, spouse, domestic partner, or parent, grandparent, grandchild, or sibling or intends to take medical leave because of the planned medical treatment or supervision of the employee, the employee shall do all of the following:

**SECTION 61.** 103.10 (6) (b) 1. of the statutes is amended to read:

103.10 (6) (b) 1. Make a reasonable effort to schedule the medical treatment or supervision so that it does not unduly disrupt the employer’s operations, subject to the approval of the health care provider of the child, spouse, domestic partner, parent, grandparent, grandchild, sibling, or employee.

**SECTION 62.** 103.10 (6) (c) of the statutes is created to read:

103.10 (6) (c) If the employee intends to take family leave under sub. (3) (b) 4. that is foreseeable because the spouse, child, domestic partner, parent, grandparent, grandchild, or sibling of the employee is on covered active duty or has been notified
of an impending call or order to covered active duty, the employee shall provide notice
of that intention to the employer in a reasonable and practicable manner.

**SECTION 63.** 103.10 (7) (a) of the statutes is amended to read:

103.10 (7) (a) If an employee requests family leave for a reason described in sub.
(3) (b) 3. or requests medical leave due to a serious health condition, the employer
may require the employee to provide certification, as described in par. (b), issued by
the health care provider or Christian Science practitioner of the child, spouse,
domestic partner, parent, **grandparent, grandchild, sibling**, or employee, whichever
is appropriate.

**SECTION 64.** 103.10 (7) (b) (intro.) of the statutes is amended to read:

103.10 (7) (b) (intro.) No employer may require certification **under par. (a)**
stating more than the following:

**SECTION 65.** 103.10 (7) (b) 1. of the statutes is amended to read:

103.10 (7) (b) 1. That the child, spouse, domestic partner, parent, **grandparent, grandchild, sibling**, or employee has a serious health condition.

**SECTION 66.** 103.10 (7) (cm) of the statutes is created to read:

103.10 (7) (cm) If an employee requests family leave for a reason described in
sub. (3) (b) 3., the employer may require the employee to provide certification that
the employee is responsible for the care of a child, spouse, domestic partner, parent,
grandparent, grandchild, or sibling with a serious health condition.

**SECTION 67.** 103.10 (7) (d) of the statutes is created to read:

103.10 (7) (d) If an employee requests family leave under sub. (3) (b) 4., the
employer may require the employee to provide certification that the spouse, child,
domestic partner, parent, grandparent, grandchild, or sibling of the employee is on
covered active duty or has been notified of an impending call or order to covered
active duty. The certification under this paragraph shall be issued at such time and
in such manner as the department may prescribe by rule, and the employee shall
provide a copy of that certification to the employer in a timely manner.

**SECTION 68.** 103.10 (7) (e) of the statutes is created to read:

103.10 (7) (e) If an employee requests family leave under sub. (3) (b) 5., the
employer may require the employee to provide certification that there is an
unforeseen or unexpected short-term gap in child care, as defined in rule by the
department, for the employee's child, grandchild, or sibling that the employee must
fill. The department may prescribe by rule the form and content of the certification.

**SECTION 69.** 103.10 (7) (f) of the statutes is created to read:

103.10 (7) (f) 1. If an employee requests family leave under sub. (3) (b) 6., or
medical leave due to medical isolation, the employer may require the employee to
provide certification issued by a local public health official, the department of health
services, or a health care provider or Christian Science practitioner of the child,
spouse, domestic partner, parent, grandparent, grandchild, sibling, or employee,
whichever is appropriate, except that no employer may require certification under
this paragraph if the sole reason for the medical isolation is due to the employer’s
request under sub. (1) (em) 3. No employer may require certification under this
subdivision stating more than that the child, spouse, domestic partner, parent,
grandparent, grandchild, sibling, or employee is in medical isolation.

2. If an employee requests family leave under sub. (3) (b) 6., the employer may
require the employee to provide certification that the employee is responsible for the
care of a child, spouse, domestic partner, parent, grandparent, grandchild, sibling,
or employee who is in medical isolation.

**SECTION 70.** 103.10 (7) (g) of the statutes is created to read:
103.10 (7) (g) If an employee requests family leave under sub. (3) (b) 7., the employer may require the employee to provide certification that the employee is addressing issues of the employee or the employee's child, spouse, domestic partner, parent, grandparent, grandchild, or sibling related to being the victim of domestic abuse, sexual abuse, or stalking.

**SECTION 71.** 103.10 (10) of the statutes is amended to read:

103.10 (10) ALTERNATIVE EMPLOYMENT. Nothing in this section prohibits an employer and an employee with a serious health condition or in medical isolation from mutually agreeing to alternative employment for the employee while the serious health condition or medical isolation lasts. No period of alternative employment, with the same employer, reduces the employee’s right to family leave or medical leave.

**SECTION 72.** 103.10 (12) (b) of the statutes is amended to read:

103.10 (12) (b) An employee who believes his or her employer has violated sub. (11) (a) or (b) may, within 30 300 days after the violation occurs or the employee should reasonably have known that the violation occurred, whichever is later, file a complaint with the department alleging the violation. Except as provided in s. 230.45 (1m), the department shall investigate the complaint and shall attempt to resolve the complaint by conference, conciliation or persuasion. If the complaint is not resolved and the department finds probable cause to believe a violation has occurred, the department shall proceed with notice and a hearing on the complaint as provided in ch. 227. The hearing shall be held within 60 days after the department receives the complaint.

**SECTION 73.** 103.10 (12) (c) of the statutes is amended to read:
103.10 (12) (c) If 2 or more health care providers disagree about any of the
information required to be certified under sub. (7) (b), the department may appoint
another health care provider to examine the child, spouse, domestic partner, parent,
grandparent, grandchild, sibling, or employee and render an opinion as soon as
possible. The department shall promptly notify the employee and the employer of
the appointment. The employer and the employee shall each pay 50 percent of the
cost of the examination and opinion.

SECTION 74. 103.10 (14) (a) of the statutes is renumbered 103.10 (14).

SECTION 75. 103.10 (14) (b) of the statutes is repealed.

SECTION 76. 103.105 of the statutes is created to read:

103.105 Family and medical leave benefits insurance program. (1)

DEFINITIONS. In this section:

(a) “Application year” means the 12–month period beginning on the first day
of the first calendar week for which family or medical leave insurance benefits are
claimed by a covered individual.

(b) “Average weekly earnings” means one–thirteenth of the wages paid to an
employee during the last completed calendar quarter prior to the covered
individual’s date of eligibility for benefits under this section and includes all sick,
holiday, vacation, and termination pay that is paid directly by an employer to an
employee at the employee’s usual rate of pay during his or her last completed
calendar quarter as a result of employment for an employer and any total or partial
disability payments under ch. 102 or a federal law that provides for payments on
account of a work–related injury or illness. For self–employed individuals, “average
weekly earnings” means one fifty–second of the gross income reported as income to
the federal internal revenue service in the most recent tax year in which the
individual filed taxes prior to the individual's date of eligibility for benefits under this section.

(c) “Covered individual” means an employee who satisfies s. 103.10 (2) (c), a self-employed individual who elects coverage under sub. (2), or an employee of a small employer who elects coverage under sub. (2), regardless of whether the individual is employed or unemployed at the time the individual files an application for family or medical leave insurance benefits.

(d) “Employee” has the meaning given in s. 103.10 (1) (b).

(e) “Employer” has the meaning given in s. 103.10 (1) (c).

(f) “Family leave” means an individual's leave from employment, self-employment, or availability for employment for a reason specified in s. 103.10 (3) (b) 1. to 7. or 103.11 (4).

(g) “Family or medical leave insurance benefits” means benefits payable under this section from the family and medical leave benefits insurance trust fund.

(h) “Medical leave” means leave from employment, self-employment, or availability for employment for any of the reasons in s. 103.10 (4).

(i) “Self-employed individual” means a sole proprietor, partner of a partnership, member of a limited liability company, or other individual engaged in a vocation, profession, or business for himself or herself and not for an employer.

(j) “Small employer” means a person engaging in any activity, enterprise, or business in this state employing fewer than 50 individuals on a permanent basis.

(k) “State annual median wage” means the median hourly wage for all occupations in this state in a calendar year, as determined by the bureau of labor statistics of the U.S. department of labor, multiplied by 2,080.
(2) ELECTION BY SELF-EMPLOYED INDIVIDUAL OR SMALL EMPLOYER. A self-employed individual or small employer may elect to be covered under this section by filing a written notice of election with the department in a form and manner prescribed by the department by rule. An initial election under this subsection becomes effective on the date on which the notice of election is filed, shall be for a period of not less than 3 years, and may be renewed for subsequent one-year periods by the filing of a written notice with the department that the self-employed individual or small employer intends to continue coverage under this section. A self-employed individual or small employer who elects coverage under this section may withdraw that election no earlier than 3 years after the date of the initial election or at such other times as the department may prescribe by rule by providing notice of that withdrawal to the department not less than 30 days before the expiration date of the election.

(3) ELIGIBILITY FOR BENEFITS. (a) Except as otherwise provided in sub. (6), a covered individual who is on family leave or medical leave is eligible to receive family or medical leave insurance benefits in the amount specified in sub. (4) and for the duration specified in sub. (5).

(b) To receive family or medical leave insurance benefits, a covered individual shall file a claim for those benefits within the time and in the manner that the department prescribes by rule. On receipt of a claim for family or medical leave insurance benefits, the department may request from the individual’s employer or from the self-employed individual any information necessary for the department to determine the individual’s eligibility for those benefits and the amount and duration of those benefits. The employer or self-employed individual shall provide that information to the department within the time and in the manner that the
department prescribes by rule. If the department determines that a covered individual is eligible to receive family or medical leave insurance benefits, the department shall provide those benefits to the individual as provided in subs. (4) and (5).

(4) AMOUNT OF BENEFITS. Except as provided in sub. (6), the amount of family or medical leave insurance benefits payable for a week shall be based upon the covered individual’s average weekly earnings, as follows:

(a) For the amount of the covered individual’s average weekly earnings that are less than 50 percent of the state annual median wage in the calendar year before the covered individual’s application year, 90 percent of the covered individual’s average weekly earnings.

(b) For the amount of the covered individual’s average weekly earnings that are more than or equal to 50 percent of the state annual median wage in the calendar year before the covered individual’s application year, 50 percent of the covered individual’s average weekly earnings.

(5) DURATION OF BENEFITS. The maximum number of weeks for which family or medical leave insurance benefits are payable in an application year is 12 weeks. A covered individual may be paid family or medical leave insurance benefits continuously, or at the option of the covered individual, intermittently.

(6) EMPLOYER EXEMPTION FROM PARTICIPATION IN PAID FAMILY AND MEDICAL LEAVE BENEFITS INSURANCE PROGRAM. (a) If an employer provides family and medical leave benefits that are identical to or more generous than benefits provided under this section, the employer may elect to not participate in the paid family and medical leave benefits insurance program under this section. If the department grants an exemption under this subsection, the employer shall pay benefits that are at least
identical to benefits under this section, and an employee is entitled to be paid those benefits.

(b) An employer that elects to not participate in the paid family and medical leave benefits insurance program under this section shall request an exemption from the department in writing, in the manner prescribed by the department. An exemption from participation is not effective until approved by the department in writing.

(c) The department may grant a written exemption from participation to an employer who complies with this subsection and all rules promulgated by the department under par. (g).

(d) The department may withdraw its written exemption order granted under par. (c) if the department determines that an employer is not providing paid family and medical leave benefits to employees that are at least identical to those provided under this section.

(e) If an employee believes that his or her employer that has an exemption under this subsection has violated the employee’s right to paid family and medical leave benefits identical to those provided under this section, the employee may file a complaint with the department alleging the violation, and the department shall process the complaint in the same manner as complaints filed under s. 103.10 (12) (b) are processed. If the department finds that an employer has violated this subsection, the department may order the employer to take action to remedy the violation, including providing the paid family and medical leave benefits, and, notwithstanding s. 814.04 (1), paying reasonable actual attorney fees to the employee.
(f) After the completion of an administrative proceeding under par. (e), including judicial review, an employee or the department may bring an action in circuit court against an employer to recover damages caused by a violation of this subsection. Section 103.10 (13) (b) applies to the commencement of an action under this paragraph.

(g) The department shall promulgate rules to implement this subsection.

(7) Federal tax treatment of benefits. With respect to the federal income taxation of family or medical leave insurance benefits, the department shall do all of the following:

(a) At the time an individual files a claim for those benefits, advise the individual that those benefits may be subject to federal income taxation, that requirements exist under federal law pertaining to estimated tax payments, and that the individual may elect to have federal income taxes withheld from the individual’s benefit payments and may change that election not more than one time in an application year.

(b) Allow the individual to elect to have federal income tax deducted and withheld from the individual’s benefit payments, allow the individual to change that election not more than one time in an application year, and deduct and withhold that tax in accordance with the individual’s election as provided under 26 USC 3402.

(c) Upon making a deduction under par. (b), transfer the amount deducted from the family and medical leave benefits insurance trust fund to the federal internal revenue service.

(d) In deducting and withholding federal income taxes from an individual’s benefit payments, follow all procedures specified by the federal internal revenue service pertaining to the deducting and withholding of federal income tax.
(8) Family and Medical Leave Benefits Insurance Trust Fund. (a) The department shall determine the amount of the required contribution by each employee, self-employed individual who elects coverage under sub. (2), and each employer. The required contribution shall be based on the employee’s wages or the self-employed individual’s earnings. The required contribution for an employee shall be equally shared between each employee and the employee’s employer.

(b) Each employer shall withhold from the wages of its employees the amount determined by the department under this subsection.

(c) The department shall promulgate rules to establish procedures for filing wage reports and collecting the contributions withheld by employers and employer-required contributions under par. (a). The department may utilize the quarterly wage reports submitted under s. 108.205 in lieu of separate contribution reports and may utilize the procedures for collecting contributions that apply to the collection of contributions to the unemployment reserve fund under s. 108.17.

(cm) The department shall promulgate rules providing for a right to a hearing in cases involving the liability of employers for contributions under this subsection. The department’s decisions shall be subject to the rights and procedures for contested cases under ch. 227.

(d) The department shall collect contributions from self-employed individuals pursuant to procedures established by the department under sub. (12) (b).

(e) The department shall deposit contributions received under this subsection in the family and medical leave benefits insurance trust fund.

(f) The department shall use moneys deposited in the family and medical leave benefits insurance trust fund to pay benefits under sub. (3), to refund amounts erroneously paid by employers, and to pay for the administration of the family and
medical leave benefits insurance program under this section and for no other purpose.

(9) Denial of Claims; Overpayments. (a) The department shall promulgate rules providing for a right to a hearing in cases of disputes involving an individual’s eligibility for benefits or status as a covered individual under this section. The department’s decisions shall be subject to the rights and procedures for contested cases under ch. 227. To the extent necessary and practical, the department may prescribe procedures in conjunction with any rules promulgated for administrative proceedings under ss. 103.10 (12) and 103.11 (12).

(b) 1. If the department pays family or medical leave insurance benefits to an individual erroneously or as a result of willful misrepresentation, the individual's liability to reimburse the fund for the overpayment may be set forth in a determination that is subject to review under par. (a). The department may prescribe procedures for waiver of overpayments.

2. To recover any overpayment to a covered individual that is not otherwise repaid or the recovery of which has not been waived, the department may recoup the amount of the overpayment by, in addition to its other remedies, deducting the amount of the overpayment from benefits the individual would otherwise be eligible to receive.

3. The department may establish other procedures for recovering overpayments and may utilize procedures under ch. 108, including the department’s remedies for collecting overpayments under ss. 108.22 and 108.225, subject to rules promulgated by the department.

4. The department may not collect any interest on any benefit overpayment.
(10) Prohibited Acts. (a) No person may interfere with, restrain, or deny the exercise of any right provided under this section.

(b) No person may discharge or otherwise discriminate against any person for exercising any right provided under this section, opposing a practice prohibited under this section, filing a complaint or attempting to enforce any right provided under this section, or testifying or assisting in any action or proceeding to enforce any right provided under this section.

(c) No collective bargaining agreement or employer policy may diminish or abridge an employee's rights under this section. Any agreement purporting to waive or modify an employee's rights under this section is void as against public policy and unenforceable.

(11) Enforcement. (a) Any person who believes that his or her rights under this section have been interfered with, restrained, or denied in violation of sub. (10) (a) or that he or she has been discharged or otherwise discriminated against in violation of sub. (10) (b) may, within 30 days after the violation occurs or the person should reasonably have known that the violation occurred, whichever is later, file a complaint with the department alleging the violation, and the department shall process the complaint in the same manner as complaints filed under s. 103.10 (12) (b) are processed. If the department finds that an employer has violated sub. (10) (a) to (c), the department may order the employer to take action to remedy the violation, including providing the requested family leave or medical leave, reinstating an employee, providing back pay accrued not more than 2 years before the complaint was filed, and, notwithstanding s. 814.04 (1), paying reasonable actual attorney fees to the complainant.
(b) After the completion of an administrative proceeding under par. (a), including judicial review, an employee or the department may bring an action in circuit court against an employer to recover damages caused by a violation of sub. (10) (a) to (c). Section 103.10 (13) (b) applies to the commencement of an action under this paragraph.

(12) ADMINISTRATION. The department shall administer the family and medical leave benefits insurance program under this section. In administering the program, the department shall do all of the following:

(a) Establish procedures and forms for the filing of claims for benefits under this section.

(b) Establish procedures and forms for collecting contributions from self-employed individuals.

(c) Promulgate rules to implement this section.

(d) Use information sharing and integration technology to facilitate the exchange of information as necessary for the department to perform its duties under this section.

(e) By September 1 of each year, submit a report to the governor, the joint committee on finance, and the appropriate standing committees of the legislature under s. 13.172 (3) on the family and medical leave benefits insurance program under this section. The report shall include the projected and actual rates of participation in the program, the premium rates for coverage under the program, and the balance in the family and medical leave benefits insurance trust fund under s. 25.52.

(13) RECORDS. (a) The records made or maintained by the department in connection with the administration of this section are confidential and shall be open to public inspection or disclosure only to the extent that the department allows in the
interest of the family and medical leave benefits insurance program. No person may allow inspection or disclosure of any record provided by the department unless the department authorizes the inspection or disclosure.

(b) The department may provide records made or maintained by the department in connection with the administration of this section to any governmental unit, corresponding unit in the government of another state, or any unit of the federal government. No such unit may allow inspection or disclosure of any record provided by the department unless the department authorizes the inspection or disclosure.

(c) Upon request of the department of revenue, the department may provide information, including social security numbers, concerning covered individuals to the department of revenue for the purpose of administering state taxes, identifying fraudulent tax returns, providing information for tax-related prosecutions, or locating persons or the assets of persons who have failed to file tax returns, who have underreported their taxable income, or who are delinquent debtors. The department of revenue shall adhere to the limitation on inspection and disclosure of the information under par. (b).

(14) Benefit Amount Adjustment. On April 1 of each year, the department may adjust the maximum weekly benefit payment to 90 percent of the state average weekly earnings, which becomes effective on October 1 of that year. The department shall annually have the adjusted amount of the maximum weekly benefit payment published in the Wisconsin Administrative Register.

(15) Notice Posted. Each employer shall post, on its website and in one or more conspicuous places where notices to employees are customarily posted, a notice in a form approved by the department setting forth employees’ rights under this section.
and any adjustment to benefits as provided in sub. (14). Any employer that violates this subsection shall forfeit not more than $100 for each violation.

**SECTION 77.** 106.29 of the statutes is created to read:

**106.29 Health care workforce innovation grant program.** (1) **Health care workforce innovation grants.** The department shall, from the appropriation under s. 20.445 (1) (bw), establish and operate a program to provide grants to regional organizations to design and implement plans to address their region’s health care-related workforce challenges that arose during or were exacerbated by the COVID-19 pandemic.

(2) **Implementation.** (a) Duties. To implement this section, the department shall receive and review applications for grants under sub. (1) and prescribe the form, nature, and extent of the information that must be contained in an application for a grant under sub. (1).

(b) Powers. In addition to the duties described in par. (a), the department shall have all other powers necessary and convenient to implement this section, including the power to audit and inspect the records of grant recipients.

**SECTION 78.** 106.295 of the statutes is created to read:

**106.295 Health care workforce opportunity grants.** The department shall, from the appropriation under s. 20.445 (1) (bx), establish and operate a program to provide grants to local workforce development boards established under 29 USC 3122 to assist individuals whose employment status was negatively affected by the COVID-19 pandemic and whose employment status has not improved. The department shall target individuals employed or seeking employment in health care-related fields and individuals who are currently ineligible for services under the federal Workforce Innovation and Opportunity Act, 29 USC 3101 to 3361.
SECTION 79. 111.322 (2m) (a) of the statutes is amended to read:

111.322 (2m) (a) The individual files a complaint or attempts to enforce any right under s. 103.02, 103.10, 103.11, 103.13, 103.28, 103.32, 103.34, 103.455, 104.12, 109.03, 109.07, 109.075, 146.997, or 995.55, or ss. 101.58 to 101.599 or 103.64 to 103.82.

SECTION 80. 111.322 (2m) (b) of the statutes is amended to read:

111.322 (2m) (b) The individual testifies or assists in any action or proceeding held under or to enforce any right under s. 103.02, 103.10, 103.11, 103.13, 103.28, 103.32, 103.34, 103.455, 104.12, 109.03, 109.07, 109.075, 146.997, or 995.55, or ss. 101.58 to 101.599 or 103.64 to 103.82.

SECTION 81. 115.41 of the statutes is renumbered 115.41 (1).

SECTION 82. 115.41 (2) of the statutes is created to read:

115.41 (2) From the appropriation under s. 20.255 (3) (ci), beginning in the 2024-25 school year, the department shall provide payments, in the amount of $9,600 per individual per semester, to prospective teachers who are participating in the program under sub. (1). The department may promulgate rules to implement this subsection.

SECTION 83. 115.421 of the statutes is created to read:

115.421 Student teacher stipends. From the appropriation under s. 20.255 (3) (cs), beginning in the 2024-25 school year, the department shall provide payments, in the amount of $2,500 per individual per semester, to an individual who is completing student teaching as part of a teacher preparatory program approved by the state superintendent under s. 115.28 (7) (a). The department may promulgate rules to implement this section.

SECTION 84. 115.422 of the statutes is created to read:
115.422 Grow your own programs; teacher pipeline capacity building.

(1) In this section, “grow your own program” means a program to encourage individuals to pursue a career in teaching or to facilitate teacher licensure. “Grow your own program” includes high school clubs that encourage careers in teaching, payment of costs associated with current staff acquiring education needed for licensure, support for career pathways using dual enrollment, support for partnerships focused on attracting or developing new teachers, or incentives for paraprofessionals to gain licensure.

(2) Beginning in the 2024–25 school year, from the appropriation under s. 20.255 (2) (ch), the department shall award grants to a school district or the operator of a charter school under s. 118.40 (2r) or (2x) to reimburse the school district or charter school for costs associated with grow your own programs.

(3) The department shall promulgate rules to implement and administer this section, including criteria for awarding a grant.

SECTION 85. 115.424 of the statutes is created to read:

115.424 Cooperating teacher stipends. From the appropriation under s. 20.255 (3) (ct), beginning in the 2024–25 school year, the department shall provide payments, in the amount of $1,000 per teacher per semester, to a cooperating teacher who is overseeing an individual who is completing student teaching. The department may promulgate rules to implement this section.

SECTION 86. 119.04 (1) of the statutes, as affected by 2023 Wisconsin Act 12, is amended to read:

119.04 (1) Subchapters IV, V and VII of ch. 115, ch. 121 and ss. 66.0235 (3) (c), 66.0603 (1m) to (3), 115.01 (1) and (2), 115.28, 115.31, 115.33, 115.34, 115.343, 115.345, 115.363, 115.364, 115.365 (3), 115.366, 115.367, 115.38 (2), 115.415, 115.422,
SECTION 86. 115.445, 118.001 to 118.04, 118.045, 118.06, 118.07, 118.075, 118.076, 118.10, 118.12, 
118.124, 118.125 to 118.14, 118.145 (4), 118.15, 118.153, 118.16, 118.162, 118.163, 
118.164, 118.18, 118.19, 118.196, 118.20, 118.223, 118.225, 118.24 (1), (2) (c) to (f), (6), 
(8), and (10), 118.245, 118.25, 118.255, 118.258, 118.291, 118.292, 118.293, 118.2935, 
118.30 to 118.43, 118.46, 118.50, 118.51, 118.52, 118.53, 118.55, 118.56, 120.12 (2m), 
(4m), (5), and (15) to (27), 120.125, 120.13 (1), (2) (b) to (g), (3), (14), (17) to (19), (26), 
(34), (35), (37), (37m), and (38), 120.137, 120.14, 120.20, 120.21 (3), and 120.25 are 
applicable to a 1st class city school district and board but not, unless explicitly 
provided in this chapter or in the terms of a contract, to the commissioner or to any 
school transferred to an opportunity schools and partnership program.

SECTION 87. 146.618 of the statutes is amended to read:

146.618 Treatment program grants. From s. 20.435 (5) (bg) or any available 
federal moneys, the department shall distribute a total of $750,000 in grants in each 
fiscal year to support treatment programs. Grant recipients shall use moneys 
awarded under this section for supervision, training, and resources, including 
salaries, benefits, and other related costs.

SECTION 88. 146.64 (2) (c) 1. of the statutes is amended to read:

146.64 (2) (c) 1. The department shall distribute funds for grants under par. 
(a) from the appropriation under s. 20.435 (4) (bf). The department may not 
distribute more than $225,000 $450,000 from the appropriation under s. 20.435 (4) 
(bf) to a particular hospital in a given state fiscal year and may not distribute more 
than $75,000 $150,000 from the appropriation under s. 20.435 (4) (bf) to fund a given 
position in a graduate medical training program in a given state fiscal year.

SECTION 89. 165.68 (1) (a) 3. of the statutes is amended to read:

165.68 (1) (a) 3. Sexual abuse, as defined in s. 103.10 (4m)-(b) 6 (1) (gd).
SECTION 90. 230.12 (9m) of the statutes is created to read:

230.12 (9m) Paid family and medical leave. (a) Definitions. In this subsection:

1. “Family leave” means leave from employment for a reason specified in s. 103.10 (3) (b) 1. to 7.

2. “Medical leave” means leave from employment when an employee has a serious health condition that makes the employee unable to perform his or her employment duties, or makes the employee unable to perform the duties of any suitable employment, or because the employee is in medical isolation, as defined in s. 103.10 (1) (em).

3. “Serious health condition” has the meaning given in s. 103.10 (1) (g).

(b) Program. The administrator shall develop and recommend to the joint committee on employment relations a program, administered by the division, that provides paid family and medical leave for 12 weeks per year to employees whose compensation is established under this section or s. 20.923 (2) or (3) but does not include employees of the Board of Regents of the University of Wisconsin System. The approval process for the program is the same as that provided under sub. (3) (b), and, if approved, the program shall be incorporated into the compensation plan under sub. (1).

(c) Rules. The administrator may promulgate rules to implement the family and medical leave program under par. (b).

SECTION 91. 323.19 (3) and (4) of the statutes are repealed.

SECTION 92. 2023 Wisconsin Act 19, section 9104 (1) (i) 3. em. and 4m. a. are created to read:

[2023 Wisconsin Act 19] Section 9104 (1)
(i) University of Wisconsin System

3. Projects financed by segregated revenue:

   em. Madison — engineering replacement
   building/computer-aided engineering facility
   demolition

   (Total project all funding sources $197,336,000)
   $347,336,000

4m. Projects financed with gifts, grants, and other receipts:

   a. Madison — engineering replacement
   building/computer-aided engineering facility
   demolition

   (Total project all funding sources $150,000,000)
   $347,336,000

Section 93. Nonstatutory provisions.

(1) In the 2023–25 Authorized State Building Program, the appropriate totals are adjusted to reflect the changes made by Section 92 of this act.

(2) Positions for administration of family and medical leave benefits insurance program. The authorized FTE positions for the department of workforce development are increased by 45.0 SEG positions in fiscal year 2023–24 and by 198.0 SEG positions in fiscal year 2024–25, to be funded from the appropriation under s. 20.445 (6) (r), for the purpose of administering the family and medical leave benefits insurance program.
(3) Proposed permanent rules. The department of workforce development shall submit in proposed form the rules required under s. 103.105 (8) (c) and (cm), (9) (a) and (b) 3., and (12) (c) to the legislative council staff under s. 227.15 (1) no later than the first day of the 4th month beginning after the effective date of this subsection.

(4) Rule-making exceptions for permanent rules.

(a) Notwithstanding s. 227.135 (2), the department of workforce development is not required to present the statement of the scope of the rules required under s. 103.105 (8) (c) and (cm), (9) (a) and (b) 3., and (12) (c) to the department of administration for review by the department of administration and approval by the governor.

(b) Notwithstanding s. 227.185, the department of workforce development is not required to present the rules required under s. 103.105 (8) (c) and (cm), (9) (a) and (b) 3., and (12) (c) in final draft form to the governor for approval.

(c) Notwithstanding s. 227.137 (2), the department of workforce development is not required to prepare an economic impact analysis for the rules required under s. 103.105 (8) (c) and (cm), (9) (a) and (b) 3., and (12) (c).

(d) Notwithstanding ss. 227.14 (2g) and 227.19 (3) (e), the department of workforce development is not required to submit the proposed rules required under s. 103.105 (8) (c) and (cm), (9) (a) and (b) 3., and (12) (c) to the small business regulatory review board and is not required to prepare a final regulatory flexibility analysis for those rules.

(5) Emergency rules. Using the procedure under s. 227.24, the department of workforce development shall promulgate the rules required under s. 103.105 (8) (c) and (cm), (9) (a) and (b) 3., and (12) (c) for the period before the effective date of the
permanent rules promulgated under s. 103.105 (8) (c) and (cm), (9) (a) and (b) 3., and (12) (c) but not to exceed the period authorized under s. 227.24 (1) (c), subject to extension under s. 227.24 (2). Notwithstanding s. 227.24 (1) (a), (2) (b), and (3), the department is not required to provide evidence that promulgating a rule under this subsection as an emergency rule is necessary for the preservation of public peace, health, safety, or welfare and is not required to provide a finding of an emergency for a rule promulgated under this subsection. Notwithstanding s. 227.24 (1) (e) 1d. and 1g., the department is not required to prepare a statement of the scope of the rules promulgated under this subsection or present the rules to the governor for approval.

(6) Paid Family and Medical Leave. If the paid family and medical leave program under s. 230.12 (9m) is approved by the joint committee on employment relations, it shall go into effect immediately upon approval by the joint committee on employment relations.

(7) Child Care Quality Improvement Program.

(a) Using the procedure under s. 227.24, the department of children and families may promulgate the rules authorized under s. 49.133 (2) as emergency rules. Notwithstanding s. 227.24 (1) (a) and (3), the department of children and families is not required to provide evidence that promulgating a rule under this subsection as an emergency rule is necessary for the preservation of the public peace, health, safety, or welfare and is not required to provide a finding of emergency for a rule promulgated under this subsection.

(b) The authorized FTE positions for the department of children and families are increased by 4.0 GPR positions, to be funded from the appropriation under s. 20.437 (2) (c), for the purpose of administering the child care quality improvement program under s. 49.133.
(8) **ELECTION TO CONTINUE ANNUITY SUSPENSION.** No later than 60 days after the effective date of this subsection, if an individual who is employed by a covered employer under the Wisconsin Retirement System has his or her annuity suspended under s. 40.26 (1m), 2021 stats., on the effective date of this subsection and wants to continue the suspension, the individual shall notify the department of employee trust funds on a form provided by the department. An election to continue the suspension is irrevocable.

(9) **HEALTH CARE PROVIDER INNOVATION GRANTS.** Notwithstanding s. 46.48 (22), the department of health services may, from the appropriation under s. 20.435 (7) (bc), distribute not more than $7,225,000 in fiscal year 2023–24 as grants to health care providers and long-term care providers under s. 46.48 (22).

(10) **PAID FAMILY AND MEDICAL LEAVE.**

(a) **Definitions.** In this subsection:

1. “Family leave” means leave from employment for a reason specified in s. 103.10 (3) (b) 1. to 7.

2. “Medical leave” means leave from employment when an employee has a serious health condition that makes the employee unable to perform his or her employment duties, or makes the employee unable to perform the duties of any suitable employment or who is in medical isolation, as defined in s. 103.10 (1) (em).

3. “Serious health condition” has the meaning given in s. 103.10 (1) (g).

(b) **Program plan.** The Board of Regents of the University of Wisconsin System shall submit to the administrator of the division of personnel management in the department of administration, with its recommendations for adjustments to compensation and employee benefits for employees of the system under s. 230.12 (3)
(e) 1. for 2023–25, a plan for a program to provide paid family and medical leave for
12 weeks annually to employees of the system.

SECTION 94. Fiscal changes.

(1) Nurse aide training and recruitment grants. In the schedule under s. 20.005 (3) for the appropriation to the department of health services under s. 20.435 (4) (bm), the dollar amount for fiscal year 2024–25 is increased by $6,000,000 for a workforce development program to train and recruit individuals to work as nurse aides in nursing homes, commonly known as the WisCaregiver Careers program.

(2) Wisconsin grants to private, nonprofit college students. In the schedule under s. 20.005 (3) for the appropriation to the higher educational aids board under s. 20.235 (1) (b), the dollar amount for fiscal year 2023–24 is increased by $1,425,300 and the dollar amount for fiscal year 2024–25 is increased by $2,921,800.

(3) Wisconsin grants to University of Wisconsin System students. In the schedule under s. 20.005 (3) for the appropriation to the higher educational aids board under s. 20.235 (1) (fe), the dollar amount for fiscal year 2023–24 is increased by $3,094,800 and the dollar amount for fiscal year 2024–25 is increased by $6,344,300.

(4) Wisconsin grants to technical college students. In the schedule under s. 20.005 (3) for the appropriation to the higher educational aids board under s. 20.235 (1) (ff), the dollar amount for fiscal year 2023–24 is increased by $1,148,600 and the dollar amount for fiscal year 2024–25 is increased by $2,354,700.

(5) Wisconsin grants to tribal college students. In the schedule under s. 20.005 (3) for the appropriation to the higher educational aids board under s. 20.235 (1) (km), the dollar amount for fiscal year 2023–24 is increased by $24,100 and the dollar amount for fiscal year 2024–25 is increased by $49,400.
(6) **University of Wisconsin System; General Program Operations.** In the schedule under s. 20.005 (3) for the appropriation to the Board of Regents of the University of Wisconsin System under s. 20.285 (1) (a), the dollar amount for fiscal year 2023–24 is increased by $22,100,000 and the dollar amount for fiscal year 2024–25 is increased by $44,300,000.

(7) **State Aid to Technical Colleges.** In the schedule under s. 20.005 (3) for the appropriation to the technical college system board under s. 20.292 (1) (d), the dollar amount for fiscal year 2023–24 is increased by $20,500,000 and the dollar amount for fiscal year 2024–25 is increased by $20,500,000 to increase funding for state aid for technical colleges.

(8) **Nurse Educators.** In the schedule under s. 20.005 (3) for the appropriation to the higher educational aids board under s. 20.235 (1) (co), the dollar amount for fiscal year 2023–24 is increased by $5,000,000 and the dollar amount for fiscal year 2024–25 is increased by $5,000,000 for the nurse educator program.

(9) **Health Care Apprenticeships.** In the schedule under s. 20.005 (3) for the appropriation to the department of workforce development under s. 20.445 (1) (a), the dollar amount for fiscal year 2023–24 is increased by $801,400 to increase the authorized FTE positions for the department by 1.0 GPR position to conduct outreach to stakeholders and partners to develop new apprenticeship pathways related to health care. In the schedule under s. 20.005 (3) for the appropriation to the department of workforce development under s. 20.445 (1) (a), the dollar amount for fiscal year 2024–25 is increased by $135,200 to provide funding for the position authorized under this subsection.

(10) **Treatment Program Grants.** In the schedule under s. 20.005 (3) for the appropriation to the department of health services under s. 20.435 (5) (bg), the dollar
amount for fiscal year 2024-25 is increased by $1,576,600 for grants to support
treatment programs under s. 146.618.

(11) **TRANSFER TO THE CAPITAL IMPROVEMENT FUND.** There is transferred from the
general fund to the capital improvement fund $197,336,000 during the 2023-25
fiscal biennium to fund the project enumerated under **SECTION 92** of this act.

(12) **TRANSFERS TO FAMILY AND MEDICAL LEAVE BENEFITS INSURANCE TRUST FUND.**
There is transferred from the general fund to the family and medical leave benefits
insurance trust fund created under s. 25.52 $243,413,400 in the 2023-25 fiscal
biennium.

(13) **FEDERAL BLOCK GRANT OPERATIONS.** In the schedule under s. 20.005 (3) for
the appropriation to the department of children and families under s. 20.437 (2) (mc),
the dollar amount for fiscal year 2023-24 is increased by $312,000 for the purpose
of child care state administration and licensing activities. In the schedule under s.
20.005 (3) for the appropriation to the department of children and families under s.
20.437 (2) (mc), the dollar amount for fiscal year 2024-25 is increased by $624,000
for the purpose of child care state administration and licensing activities.

(14) **FEDERAL BLOCK GRANT AIDS.** In the schedule under s. 20.005 (3) for the
appropriation to the department of children and families under s. 20.437 (2) (md),
the dollar amount for fiscal year 2023-24 is increased by $19,000,000 for the child
care quality improvement program under s. 49.133. In the schedule under s. 20.005
(3) for the appropriation to the department of children and families under s. 20.437
(2) (md), the dollar amount for fiscal year 2024-25 is increased by $19,000,000 for
the child care quality improvement program under s. 49.133.

(15) **GRADUATE MEDICAL EDUCATION GRANTS.** In the schedule under s. 20.005 (3)
for the appropriation to the department of health services under s. 20.435 (4) (bf), the
dollar amount for fiscal year 2023–24 is increased by $627,800 and the dollar amount
for fiscal year 2024–25 is increased by $639,900 for graduate medical training
support grants.

(16) Health Care Provider Innovation Grants. In the schedule under s. 20.005
(3) for the appropriation to the department of health services under s. 20.435 (7) (bc),
the dollar amount for fiscal year 2023–24 is increased by $7,225,000 and the dollar
amount for fiscal year 2024–25 is increased by $14,500,000 for health care provider
innovation grants under Section 93 (9) and s. 46.48 (22).

(17) Health Care Provider Innovation Grant Program Administration. In the
schedule under s. 20.005 (3) for the appropriation to the department of health
services under s. 20.435 (4) (bm), the dollar amount for fiscal year 2023–24 is
increased by $225,000 and the dollar amount for fiscal year 2024–25 is increased by
$500,000 for state administration and evaluation of the health care provider
innovation grant program.

(18) Child Care Offset. In the schedule under s. 20.005 (3) for the appropriation
to the joint committee on finance under s. 20.865 (4) (a), the dollar amount for fiscal
year 2023–24 is decreased by $15,000,000, which had been reserved for child care
under s. 20.192 (1) (bn) for the purpose of offsetting the amounts in the schedule
under s. s. 20.437 (2) (d).

(19) State Employee Paid Family and Medical Leave. The amounts of the
estimated expenditures in the compensation reserves general purpose revenue
shown in the schedule under s. 20.005 (1) are increased by $8,352,800 in fiscal year

Section 95. Initial applicability.
(1) Family and Medical Leave. The treatment of s. 103.10 (12) (b) first applies to a violation that occurs, or that an employee should reasonably have known occurred, on the effective date of this subsection.

(2) Paid Family and Medical Leave Insurance Benefits.

(a) Family and medical leave benefits insurance trust fund contributions. Except as provided in par. (c), the treatment of s. 103.105 (8) first applies to wages earned on January 1, 2025.

(b) Family or medical leave insurance benefits eligibility. Except as provided in par. (c), the treatment of s. 103.105 (3) first applies to a period of family leave, as defined in s. 103.105 (1) (f), or a period of medical leave, as defined in s. 103.105 (1) (h), commencing on January 1, 2025.

(c) Collective bargaining agreements. The treatment of ss. 20.445 (6), 25.17 (1) (er), 25.52, 103.105, and 111.322 (2m) (a) and (b) first applies to an employee who is affected by a collective bargaining agreement that contains provisions inconsistent with the treatment of ss. 20.445 (6), 25.17 (1) (er), 25.52, 103.105, and 111.322 (2m) (a) and (b) on the day on which the collective bargaining agreement expires or is extended, modified, or renewed.

(END)