



State of Wisconsin  
2025 - 2026 LEGISLATURE

LRB-1111/P1

MIM:cdc

DOA:.....Sherwin, BB0182 - Paid Sick Leave for LTEs & Temporary UW Employees

**FOR 2025-2027 BUDGET -- NOT READY FOR INTRODUCTION**

**AN ACT ...; relating to:** the budget.

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*Analysis by the Legislative Reference Bureau*

**EMPLOYMENT**

**STATE EMPLOYMENT**

***Paid sick leave for limited term employees***

Under current law, permanent and project state employees receive the following paid leave: vacation; personal holidays; sick leave; and legal holidays. This bill requires the state to provide paid sick leave to limited term employees of the state at the same rate as to permanent and project state employees.

The bill also requires the Board of Regents of the UW System to develop a plan for a program for paid sick leave for temporary 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 2025-27 fiscal biennium.

For further information see the state 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:***

**SECTION 1.** 230.26 (4) of the statutes is amended to read:

230.26 (4) Fringe benefits specifically authorized by statutes, with the exception of leave of absence with pay owing to sickness, deferred compensation plan participation under subch. VII of ch. 40, worker's compensation, unemployment insurance, group insurance, retirement, and social security coverage, shall be denied employees hired under this section. Such employees may not be considered permanent employees and do not qualify for tenure, vacation,

**BILL****SECTION 1**

paid holidays, ~~sick leave~~, performance awards, or the right to compete in promotional processes.

**SECTION 2.** 230.35 (2) of the statutes is amended to read:

230.35 (2) Leave of absence with pay owing to sickness and leave of absence without pay, other than annual leave and leave under s. 103.10, shall be regulated by rules of the administrator, except that unused sick leave shall accumulate from year to year. Beginning on the effective date of this subsection .... [LRB inserts date], employees appointed under s. 230.26 (1) shall accrue leave of absence with pay owing to sickness at the same rate as permanent and project state employees, and such leave shall be prorated if the employee works less than full-time. After July 1, 1973, employees appointed to career executive positions under the program established under s. 230.24 or positions designated in s. 19.42 (10) (L) or 20.923 (4), (7), (8), and (9) or authorized under s. 230.08 (2) (e) shall have any unused sick leave credits restored if they are reemployed in a career executive position or in a position under s. 19.42 (10) (L) or 20.923 (4), (7), (8), and (9) or authorized under s. 230.08 (2) (e), regardless of the duration of their absence. Restoration of unused sick leave credits if reemployment is to a position other than those specified above shall be in accordance with rules of the administrator.

**SECTION 9147. Nonstatutory provisions; University of Wisconsin System.**

(1) PAID SICK LEAVE FOR TEMPORARY EMPLOYEES. 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

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recommendations for adjustments to compensation and employee benefits for employees of the system under s. 230.12 (3) (e) 1. for the 2025-27 fiscal biennium, a plan to provide paid sick leave benefits to temporary employees of the system. The plan shall provide sick leave benefits at the same rate such benefits are provided to permanent and project employees of the system.

**(END)**