

https://dwd.wisconsin.gov/er/civil_rights/fmla

Under the **Wisconsin Family and Medical Leave Law**, employers with 50 or more permanent employees must allow covered employees up to six weeks of **family leave** in a 12-month period, without pay, for: The birth of the employee's child if the **leave** begins within 16 weeks of the child's birth.

A flexible spending account (**FSA**), also known as a flexible spending arrangement, is one of a number of tax-advantaged financial accounts, resulting in payroll tax savings.

A **health savings account (HSA)** is a tax-advantaged medical savings account available to taxpayers in the United States who are enrolled in a high-deductible health plan (**HDHP**). The funds contributed to an account are not subject to federal income tax at the time of deposit

An Employee Assistance Program (**EAP**) is a voluntary, work-based program that offers free and confidential assessments, short-term counseling, referrals, and follow-up services to employees who have personal and/or work-related problems. EAPs address a broad and complex body of issues affecting mental and emotional well-being, such as alcohol and other substance abuse, stress, grief, family problems, and psychological disorders. EAP counselors also work in a consultative role with managers and supervisors to address employee and organizational challenges and needs. Many EAPs are active in helping organizations prevent and cope with workplace violence, trauma, and other emergency response situations

Paid time off or personal time off (**PTO**) is a policy in some employee handbooks that provides a bank of hours in which the employer pools sick days, vacation days, and personal days that allows employees to use as the need or desire arises

Wisconsin law does not require employers to provide employee **bereavement leave**. **Bereavement leave** is **leave** that is taken by an employee due to the death of another individual, usually a close relative.