



Caretaker Leave – Who is an eligible family member with a serious health condition?

Relationship	Caretaker Leave	Maximum time off per calendar year.	Covered under Wisconsin FMLA?	Covered under Federal FMLA?	Other options
Boyfriend / Girlfriend	Not covered	None	No	No	You may apply for an unpaid personal leave for up to one year.
Daughter Birth, adoption, foster or treatment foster care, stepchild, or a legal ward	Less than age 18. If 18 or older, cannot care for themselves because of a serious health condition. (*)	12 weeks	Yes	Yes	
Daughter-in-law	Not covered	None	No	No	You may apply for an unpaid personal leave for up to one year.
Sibling Natural, foster, adoptive, half, or step.	Not covered	None	No	No	You may apply for an unpaid personal leave for up to one year.
Parent Natural, foster, treatment foster parent, adoptive, stepparent, or legal guardian of an employee	Must be a serious health condition. (*)	12 weeks	Yes	Yes	
Parent-in-law Natural, foster, treatment foster parent, adoptive, stepparent, or legal guardian of an employee's spouse	Must be a serious health condition. (*)	2 weeks	Yes	No	
Spouse	"Spouse" means an employee's legal husband or wife as defined by regulations.	12 weeks	Yes	Yes	You may apply for an unpaid personal leave for up to one year if you exhaust FMLA leave.
Son	Less than age 18. If 18 or older, cannot care for themselves because of a serious health condition. (*)	12 weeks	Yes	Yes	
Son-in-law	Not covered	None	No	No	You may apply for an unpaid personal leave for up to one year.

* "Serious health condition" means a disabling physical or mental illness, injury, impairment or condition involving any of the following: (1) Inpatient care in a hospital, nursing home, or hospice or (2) Outpatient care that requires continuing treatment or supervision by a health care provider.