



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Renee Joos
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

April 6, 2018

To The Honorable
The Committee on Finance
and Personnel
Common Council
City of Milwaukee

Dear Committee Members:

Re: Common Council File #171922

The Department of Employee Relations (DER) has completed a review of all work rules received by City departments as directed by Common Council file #171633. This review required DER to identify and remove provisions that either prohibit or restrict whistleblowing and to report to the Common Council within 30 days certifying that such provisions have been removed.

After reviewing the twenty-one sets of work rules submitted per the aforementioned directive, only two were found to contain language that, while not specific to whistleblowing, may be considered to discourage the reporting of issues outside of the department. This language was found in both the Milwaukee Fire Department (MFD) and the Department of Public Works (DPW) work rules. The language that was found is as follows:

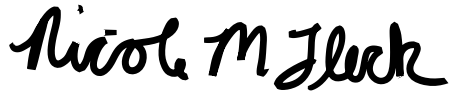
- MFD - Employees are not to furnish information relative to the business or affairs of the department, except as required by law or as authorized by the Chief. Requests for information are to be referred to the Office of the Chief for clearance, through the chain-of-command. The release of information, or discussion detrimental to the welfare of the department, is considered a violation of department rules.
- DPW – Deviation from the chain of command is a violation of the rules of conduct.

DER has instructed that each department delete the questionable language from their work rules and replace it with a provision that indicates that employees who suspect misconduct, misuse or abuse of property or any violation of policy, rule, law, or ordinance should report it to the appropriate authority or the Department of Employee Relations, the Fire and Police Commission (when applicable), or the City's fraud, waste, and abuse hotline.



Both MFD and DPW have indicated that they will comply with the requested changes. All other departments will be instructed to incorporate this same language into their work rules if they do not already have something similar to this in their rules.

Sincerely,



Nicole M. Fleck
Labor Negotiator

NMF
171922_F&P_WorkRuleReview_4-6-2018
labr/2018/CC_F&P_Files

