



Department of Employee Relations

Tom Barrett
Mayor

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Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

March 11, 2019

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

Dear Committee Members:

Re: Common Council File #181791

File #181791 recommends amending Part II, Administration, Section 8, Holiday Pay, of the Salary Ordinance in order to help clarify the administration of Holiday Pay. The recommended changes are as follows:

Modify paragraph A to read as follows: Unless stated otherwise in a collective bargaining agreement in full force and effect, eligible employees shall receive holiday pay when the employee has been on paid status for at least two work days during the calendar week in which the holiday occurred or on the work day immediately before and on the work day immediately following said holiday. No holiday pay shall be allowed in any case where such holiday occurred within, immediately before or immediately after a period of disciplinary suspension or unauthorized absence. Additionally, no holiday pay shall be authorized in cases where the holiday occurred within or immediately after a period of layoff. An employee who is on mandatory furlough shall be regarded as being on 'paid status' for purposes of interpreting this paragraph. A work day, for purposes of this section, shall be defined as an employee's full, assigned and approved, work shift.

Insert new paragraph C to read as follows: Holiday Pay – Full-Time Employees working less than Full-Time: Employees working a less than full-time schedule due to medical restrictions shall be eligible for Holiday pay to the extent they are normally scheduled. Administration of this provision shall be in accordance with the preceding paragraph on Holiday pay.

Re-letter current paragraph C as D.

A copy of the Salary Ordinance changes and a copy of the fiscal impact statement are attached. It is recommended that the requested Salary Ordinance changes be approved.

Sincerely,

Nicole M. Fleck
Labor Negotiator

Attachments

NMF
181791_F&P_PartII_Sec8HolPay_3-5-19
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