



Department of Employee Relations

John O. Norquist  
Mayor

Jeffrey Hansen  
Director

Florence Dukes  
Deputy Director

Frank Forbes  
Labor Negotiator

Michael Brady  
Employee Benefits Manager

May 23, 2002

To the Honorable  
Common Council  
Public Improvements Committee  
City of Milwaukee

Dear Committee Members:

Subject: File No. 901402—A substitute ordinance relative to the city of Milwaukee's no smoking policy implementation plan in or on all city buildings, structures, premises and vehicles.

It is highly probable that the implementation of a no smoking policy in city buildings, structures, premises, or vehicles would be deemed a term and condition of employment and therefore would be subject to bargaining with unions. We therefore recommend that this matter be referred to the City Attorney for opinion. It is uncertain at this time what costs the City of Milwaukee would incur as a result of this bargaining.

Sincerely,

Jeffrey Hansen  
Employee Relations Director

Attachment