



Department of Employee Relations

March 16, 2020

**Tom Barrett**  
Mayor

**Maria Monteagudo**  
Director

**Renee Joos**  
Employee Benefits Director

**Nicole M. Fleck**  
Labor Negotiator

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

Dear Committee Members:

Re: Common Council File #191473

File #180501 recommends amending Chapter 350-37, and 350-237 of the Milwaukee Code of Ordinances (MCO). An explanation of the changes is as follows:

**350-37.** Existing language in 350-37 introduction will be modified to allow sick leave to be used not only for an employee's own personal illness, injury, or exposure to a contagious disease, but will allow sick leave to be used for an immediate family member as defined by the Federal Family and Medical Leave Act.

Language in 350-37-1 which states that City seasonal laborers are eligible to accrue sick leave for a maximum of one year, but are unable to use that leave until after they become regular city laborers or sanitation workers will be deleted. This will allow City Laborers to use sick leave upon hire and for those City Laborers currently accruing the benefit but not able to use their accrued leave they will be able to use that leave.

**350-237.** Language will be removed from 350-237-3-b-7 to allow for City Laborers who have not completed 2,080 hours of employment to be eligible to use accrued vacation upon hire.

Language will be added to create 350-237-3-b-8 which will allow City Laborers to be eligible for paid sick leave upon hire.

350-237-3-c-1 will be deleted.

Copies of the ordinance change and a fiscal note are attached. It is recommended that the attached ordinance change be approved.

Sincerely,

Nicole M. Fleck  
Labor Negotiator

Attachments

NMF  
191473\_F&P\_CodeChanges\_3-16-2020  
labr/2020/CC\_F&P\_Files

