



Department of Employee Relations

**Tom Barrett**  
Mayor

**Vacant**  
Director

**Renee Joos**  
Employee Benefits Director

**Nicole M. Fleck**  
Labor Negotiator

January 7, 2021

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

Dear Committee Members:

Re: Common Council File #191913

File #191913 recommends amending Chapter 350-25, 350-30, 350-34, 350-37, 350-45, 350-45, and 350-237 of the Milwaukee Code of Ordinances (MCO). An explanation of the changes are as follows:

**350-25, 350-30, and 350-34.** Existing language will be updated to remove any references to domestic partner as the City is no longer able to provide these benefits to domestic partners due to a change in State Law.

**350-34.5.** A new section will be added regarding the City's ability to provide certain voluntary benefits to City of Milwaukee employees. The additional language provides the Department of Employee relations with the authority to enter into contracts on behalf of the City for these benefits and the authority to administer the benefits to eligible City employees. 100% of the cost of voluntary benefits will be borne by the employee.

**350-37.** Existing language in 350-37 introduction will be modified to clarify that an employee may use sick leave to care for an immediate family member due to that family member's illness, pregnancy-related disability, bodily injury, or exposure to a contagious disease. Language will also be added to the 2-hour provision to allow for the time to be used for blood and plasma donation. A new 2-hour provision will be added to allow employees up to 2 hours to receive the COVID-19 vaccination.

**350-45.** Existing language in 350-45 will be modified to indicate that an employee will need to have exhausted all accrued time off to be eligible to use the donor leave program for a family member. This change was necessitated by the recent language change that allows an employee to use sick leave for the care of an immediate family member.

**350-237.** Existing language is being modified to reflect current administration practice as it relates to certain benefit exclusions.

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

Sincerely,



Nicole M. Fleck  
Labor Negotiator

Attachments

NMF  
191913\_F&P\_CodeChanges\_1-6-2021  
labr/2021/CC\_F&P\_Files

