

..Number  
210977  
..Version  
SUBSTITUTE 1  
..Reference

..Sponsor  
ALD. COGGS

..Title  
A substitute ordinance relating to funeral leave for city employees.

..Sections  
350-35-5-a am

..Analysis  
This ordinance adds grandparents to the definition of "immediate family" for the purposes of funeral leave. The ordinance also changes the number of days permitted for funeral leave from 3 to 5. Finally, the ordinance removes the provision that only one day of leave may be used to attend the funeral of a grandparent.

..Body  
The Mayor and Common Council of the City of Milwaukee do ordain as follows:

Part 1. Section 350-35-5-a of the code is amended to read:

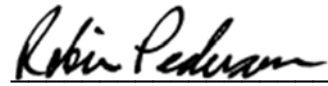
#### **5. FUNERAL LEAVE.**

a. Immediate Family. Unless stated otherwise in a certified collective bargaining agreement while it is in force and in effect, funeral leave shall cover necessary absence from duty of a city employee because of death in the immediate family of the employee. "Immediate family" is defined as husband or wife, child, stepchild, brother, sister, parent, stepparent, mother-in-law, father-in-law, brother-in-law, sister-in-law >>, grandparent<< or grandchild of the employee. "Brother-in-law" and "sister-in-law" includes a spouse's sibling's spouse. "Immediate family" includes stepparents and stepchildren by virtue of the employee's current spouse. Eligibility to use stepparent funeral leave benefits shall be limited to one stepmother and one stepfather regardless of the number of stepparents. "Immediate family" also includes an employee's domestic partner, if the domestic partnership is registered with the department of employee relations under s. 350 245 or was registered with the city clerk as provided in s. 111-3 in effect prior to October 30, 2009. In the case of a death in the immediate family, an employee working a regular or alternative work schedule may be granted a leave of absence not to exceed ~~[[3]]~~ >>5<< 8-hour work days with pay; an employee regularly working 24-hour shifts may be granted a leave of absence not to exceed 2 24-hour work days with pay. These work days shall be limited to work days falling within the 10 consecutive calendar-day period that begins on the day of death or the day of the funeral. ~~[[One day with pay may be used to attend the funeral of a grandparent of the employee.]]~~ If funeral leave coincides with any furlough dates, the furlough time shall be rescheduled as approved by the department head.

..LRB  
APPROVED AS TO FORM

\_\_\_\_\_  
Legislative Reference Bureau  
Date: \_\_\_\_\_

..Attorney  
IT IS OUR OPINION THAT THE ORDINANCE  
IS LEGAL AND ENFORCEABLE



\_\_\_\_\_  
Office of the City Attorney  
Date: Feb. 7, 2022

..Requestor  
Department of Employee Relations  
..Drafter  
LRB 177217-2  
Christopher Hillard  
1/25/2022