

..Number
130506
..Version
SUBSTITUTE 1
..Reference

..Sponsor
THE CHAIR
..Title

A substitute ordinance relating to funeral benefits for city employees.

..Sections
350-35-5-a am

..Analysis

Current provisions provide that funeral leaves of absence for immediate family shall be limited to the workdays falling within 10 days that begin on the day of death. This ordinance establishes that these absences may also fall beginning on the day of the funeral.

..Body

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

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

350-35. Leave of Absence Policies.

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 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 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

mandatory furlough dates, the mandatory 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: _____

..Requestor

..Drafter
LRB148692-3
Mary E. Turk
10/9/2013