



SUSPENSION NOTICE

Date: 12/1/2021
Rec: 32157

CS-82 (R. 06.04.19)

Distribute a copy to:

- Employee
- Employee Representative
- Department File
- Employees' Retirement System
- Dept. of Employee Relations – send within 48 hours to DERpersonnelforms@milwaukee.gov

D-3

Employee:	DAVIS, MARGARET A	Employee ID No.: 008875
Department:	DPW-PARKING OP/MAINT	Race: W
		Gender: Female
Division:		Division No.: 6611
		Payroll Loc. No.: 661 04
Job Title:	LEAD PARKING ENFORCEMENT OFFCR	Immediate Supervisor:

You are hereby suspended effective at 08:00 (am) on 11/10/2021 (date) for 30 working days, for violating Rule XIV, Section 12, Paragraph Q of the City Service Rules. You are to return to work on 22-NOV-2021 (date).

Description of Offense:

Revised The COVID-19 Vaccination Policy for City of Milwaukee Employees requires that all employees provide proof of vaccination or have an approved reasonable accommodation by October 29, 2021. You have not provided proof of vaccination and you do not have an approved reasonable accommodation. You are hereby suspended for 30 days. At the conclusion of your suspension, if you still have not provided proof of vaccination, you will be discharged. *A Pre-Disciplinary/Discharge Hearing was held on November 9, 2021. At the time of the hearing you did not provide proof of vaccination and you do not have an approved reasonable accommodation. As a result, you were suspended for non-compliance of the Vaccination Policy. While serving your suspension you re-submitted an exemption request. The Department of Employee Relations notified the Department of Public Works that your exemption request was approved. As a result, you returned to work on November 22, 2021. The remainder of the suspension days will be held in abeyance.*

Comments:

Future misconduct may result in further disciplinary action up to and including discharge. Any sick leave used between the issuance of this suspension notice and the day that the suspension is served will require a doctor's certificate (excuse) upon your return to work.

DATES REQUIRED:

1. Date of investigatory meeting: 11/9/2021
2. Date suspension notice was provided to the employee or notice was mailed to the employee:
Date: SENT 12/3/2021 CER+1 REG MAIL

↑ Reporting Authority Signature ↑

RIGHT OF APPEAL TO THE CITY SERVICE COMMISSION:

Regularly appointed Civil Service employees (those who have completed their probationary period) may appeal suspensions exceeding 15 days or any second suspension within a six-month period. Such appeal must be in writing to the City Service Commission within three days of receipt of this notice. Employees of a department under the supervision of a board or commission of three or more members must appeal to that board or commission.

Please print name: ANDREW SIMONS

Title: H.R. REP.

Date: 12/2/2021

↑ Department Head Signature ↑

RIGHT OF GRIEVANCE PROCEDURE:

Regularly appointed employees who receive a disciplinary action that is not appealable to the City Service Commission, may file a grievance under the Discipline and Grievance Procedure as provided under Chapter 350-241 of the Milwaukee Code of Ordinances. Such grievance must be filed in Department within 7 days of receipt of this notice with a copy to DER-Labor Relations.

Please print name: DAN THOMAS

Title: DPW ADM. SERVICES DIRECTOR

Date: 12/2/2021

