



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Deborah Ford
Labor Negotiator

July 11, 2014

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

Dear Committee Members:

Re: Common Council File #140232

File #140232 recommends amending Part II, Section 6 (A) of the Salary Ordinance to address demotions in anticipation of or as a result of seasonal layoff. Currently the language in Section 6 (A) states how an employee's pay is affected when they are demoted due to a layoff related to the elimination of a position. This report recommends adding language to clarify that this provision also applies to demotions due to a seasonal layoff.

Previously, language addressing this issue of what happens to an employee's pay when they are seasonally laid off and then are placed in a lower level position during the layoff would have been included in a Labor Agreement and in Department policies and procedures. An employee's pay in the lower level position could vary depending on title, section and whether an employee previously held the lower level position. As positions affected by this provision are no longer represented by a certified bargaining unit it is recommended that language be added to Section 6 (A) of Part II of the Salary Ordinance to provide clarification and consistency.

To implement the requested change, we recommend amending Part II, Section 6 (A) of the Salary Ordinance by adding the following underlined changes:

A. Demotions in Anticipation of or as a Result of Layoff/Seasonal Layoff: The salary will be the current rate of pay if it falls within the range of the position demoted to or the maximum of the new pay range, whichever is lower. In no event shall the employee be paid in excess of the rate he/she was receiving prior to the demotion.

Sincerely,

Nicole M. Fleck
Labor Relations Officer

NMF
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