



Legislation Details (With Text)

File #: 130506 **Version:** 2
Type: Ordinance **Status:** Passed
File created: 9/4/2013 **In control:** COMMON COUNCIL
On agenda: **Final action:** 10/15/2013

Effective date:

Title: A substitute ordinance relating to funeral benefits for city employees.

Sponsors: THE CHAIR

Indexes: EMPLOYEE BENEFITS

Attachments: 1. Fiscal Impact Statement, 2. Hearing Notice List, 3. LRB148692-3 Funeral Leave - Chair.pdf, 4. Notice Published on 10-31-13

Date	Ver.	Action By	Action	Result	Tally
9/4/2013	0	COMMON COUNCIL	ASSIGNED TO		
9/24/2013	1	CITY CLERK	DRAFT SUBMITTED		
10/2/2013	1	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
10/7/2013	1	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
10/8/2013	1	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
10/9/2013	2	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR PASSAGE	Pass	5:0
10/9/2013	1	FINANCE & PERSONNEL COMMITTEE	AMENDED	Pass	5:0
10/15/2013	2	COMMON COUNCIL	PASSED	Pass	15:0
10/24/2013	2	MAYOR	SIGNED		
10/31/2013	2	CITY CLERK	PUBLISHED		

130506
SUBSTITUTE 2

THE CHAIR

A substitute ordinance relating to funeral benefits for city employees.

350-35-5-a am

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.

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.

APPROVED AS TO FORM

Legislative Reference Bureau

Date: _____

IT IS OUR OPINION THAT THE ORDINANCE
IS LEGAL AND ENFORCEABLE

Office of the City Attorney

Date: _____

LRB148692-3

Mary E. Turk

10/9/2013