



Legislation Details (With Text)

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Type: Ordinance **Status:** Passed

File created: 2/8/2022 **In control:** COMMON COUNCIL

On agenda: **Final action:** 3/22/2022

Effective date:

Title: A substitute ordinance relating to unpaid salary, wages, and other benefits.

Sponsors: THE CHAIR

Indexes: EMPLOYEE BENEFITS, WAGES AND BENEFITS

Attachments: 1. DER Letter, 2. Hearing Notice List, 3. City Attorney Signature, 4. Notice published 4/8/2022

Date	Ver.	Action By	Action	Result	Tally
2/8/2022	0	COMMON COUNCIL	ASSIGNED TO		
3/11/2022	1	CITY CLERK	DRAFT SUBMITTED		
3/16/2022	1	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR PASSAGE	Pass	5:0
3/22/2022	1	COMMON COUNCIL	PASSED	Pass	14:0
3/29/2022	1	MAYOR	SIGNED		
4/8/2022	1	CITY CLERK	PUBLISHED		

211629
SUBSTITUTE 1

THE CHAIR

A substitute ordinance relating to unpaid salary, wages, and other benefits.

- 350-35-5-a am
- 350-237-2-b-14 rn
- 350-237-2-b-14 cr

Under this ordinance, any individual who is hired on a provisional, emergency or temporary appointment, student aide, volunteer auxiliary police officer, or less than a half-time employee shall not be eligible for the city’s paid parental leave benefit. In addition, this ordinance provides flexibility for scheduling funeral leave.

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:

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, 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 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. >>The work days may be used for both the death and the funeral, provided that they are used in connection with the death or the funeral.<< If funeral leave coincides with any furlough dates, the furlough time shall be rescheduled as approved by the department head.

Part 2. Section 350-237-2-b-14 of the code is renumbered 350-237-2-b-15.

Part 3. Section 350-237-2-b-14 of the code is created to read:

350-237. Exclusion from Benefits.

2. BENEFITS EXCLUDED

b.

b-14. Paid parental leave.

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: _____

Department of Employee Relations

LRB177294-2

Tea Norfolk

3/10/2022