



Legislation Details (With Text)

**File #:** 171283      **Version:** 1  
**Type:** Ordinance      **Status:** Passed  
**File created:** 11/28/2017      **In control:** COMMON COUNCIL  
**On agenda:**      **Final action:** 1/17/2018

**Effective date:**

**Title:** A substitute ordinance relating to prohibition of discriminatory hiring practices by city contractors.

**Sponsors:** ALD. COGGS

**Indexes:** CONTRACTS, EMPLOYMENT

**Attachments:** 1. Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
11/28/2017	0	COMMON COUNCIL	ASSIGNED TO		
1/5/2018	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
1/5/2018	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
1/5/2018	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
1/5/2018	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
1/5/2018	1	CITY CLERK	DRAFT SUBMITTED		
1/10/2018	1	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR PASSAGE	Pass	5:0
1/17/2018	1	COMMON COUNCIL	PASSED	Pass	15:0
1/24/2018	1	MAYOR	SIGNED		
2/2/2018	1	CITY CLERK	PUBLISHED		

171283  
SUBSTITUTE 1

ALD. COGGS  
109-9-3-0  
109-9-3-a am  
109-9-3-e cr

A substitute ordinance relating to prohibition of discriminatory hiring practices by city contractors. This ordinance prohibits discriminatory hiring practices by city contractors. In addition, it provides that an employer who is discriminating with respect to compensation shall not reduce the wage rate of an employee to comply with code provisions against such discrimination.

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

Part 1. Section 109-9-3-0 and a of the code is amended to read:

**109-9. Discrimination Prohibited.**

**3. EMPLOYMENT >>AND CONTRACT PROVISIONS<<.** In regard to employment: a. Discharge, fail or refuse to hire, or harass any individual, or otherwise discriminate against any individual with respect to the individual's compensation, terms, conditions, or privileges of employment, because of the individual's protected class membership >>; provided that an employer who is discriminating with respect to compensation in violation of this subsection shall not, in order to comply with this subsection, reduce the wage rate of an employee<<.

Part 2. Section 109-9-3-e of the code is created to read.

e. Fail to include in all contracts negotiated, or renegotiated by a contracting agency of the city, a provision obligating the contractor not to discriminate against any qualified employee, or qualified applicant for employment, on the basis of a person's protected class membership, or based upon affiliation, or perceived affiliation, with any protected class, and shall require the contractor to include a similar provision in all subcontracts.

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: \_\_\_\_\_

LRB #170426 - 2  
Aaron Cadle  
January 5, 2018

Technical Corrections 01/08/18 Chris Lee