



## Legislation Details (With Text)

**File #:** 041080 **Version:** 1

**Type:** Ordinance **Status:** Passed

**File created:** 11/23/2004 **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:** **Final action:** 12/21/2004

**Effective date:**

**Title:** A substitute ordinance relating to changes in benefits for nonmanagement, nonrepresented employees.

**Sponsors:** THE CHAIR

**Indexes:** INSURANCE BENEFITS, NONMANAGEMENT NONREPRESENTED PERSONNEL, WAGES AND BENEFITS

**Attachments:** 1. Publication on December 29, 2004.PDF

Date	Ver.	Action By	Action	Result	Tally
11/23/2004	0	COMMON COUNCIL	ASSIGNED TO		
11/29/2004		FINANCE & PERSONNEL COMMITTEE	REFERRED TO		
11/29/2004		FINANCE & PERSONNEL COMMITTEE	REFERRED TO		
12/6/2004	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
12/6/2004	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
12/15/2004	1	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR PASSAGE	Pass	5:0
12/21/2004	1	COMMON COUNCIL	PASSED	Pass	15:0
12/23/2004	1	MAYOR	SIGNED		
12/29/2004	1	CITY CLERK	PUBLISHED		

### 041080 SUBSTITUTE 1

#### THE CHAIR

A substitute ordinance relating to changes in benefits for nonmanagement, nonrepresented employees.

350-35-5-a am

This ordinance amends funeral leave benefits for nonmanagement, nonrepresented employees by including a spouse's sibling's spouse in the definition of brother-in-law and sister-in-law, thereby affording up to 3 work days with pay for funeral leave for such occurrences.

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. Except for those positions listed in par. c, funeral leave shall cover necessary absence from duty of general city employees because of death in the immediate

family of the employee. "Immediate family" is defined as husband or wife, child, stepchild, brother, sister, parent, stepparents, mother-in-law, father-in-law, brother-in-law, sister-in-law, or grand-child of the employee. >>Also, effective January 2, 2005 for nonmanagement, nonrepresented employees only, "brother-in-law" and "sister-in-law" includes a spouse's siblings's spouse.<< For management and nonmanagement, nonrepresented employees, "immediate family" also includes stepparents and stepchildren by virtue of the employee's current spouse. Furthermore, eligibility to use stepparent funeral leave benefits shall be limited to one stepmother and one stepfather regardless of the number of stepparents. Effective January 1, 2002, for management and nonmanagement, nonrepresented employees, "immediate family" shall include an employee's domestic partner, if the domestic partnership is registered with the city clerk as provided in s. 111-3. In the case of a death in the immediate family, an employee may be granted a leave of absence not to exceed 3 work days with pay. These workdays shall be limited to work days falling within the 10 consecutive calendar day period that begins on the day of death. One day with pay may be used to attend the funeral of grandparents of the employee. The provisions of this subsection do not govern fire and police department positions, employees holding positions represented by a certified bargaining unit, except those positions included in s. 350-237.

Part 2. If common council file number 041077, an ordinance relating to benefits to management employees, is passed on the same date as common council file number 041080, with substantially the same text amendments, affecting the same code provision, the legislative reference bureau is authorized to consolidate and standardize such amendments in that provision.

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: \_\_\_\_\_

LRB04483-2

BJZ/cac

12/8/2004