



Legislation Text

File #: 191347, Version: 1

191347 SUBSTITUTE 1

ALD. BAUMAN

A substitute ordinance establishing a wage and employment rights commission.

320-26 cr

This ordinance establishes a wage and employment rights commission to investigate wage, benefit and workforce practices in certain covered occupations and industries of the service sector. The wage and employment rights commission will be composed of:

1. Two non-management employees in covered occupations and industries, one to be nominated by the mayor and one to be nominated by the common council president.
2. Two business owners, employers, managers of employees or trade group representatives in covered occupations and industries, one to be nominated by the mayor and one to be nominated by the common council president.
3. Two persons affiliated with local labor groups or unions that represent employees in covered occupations and industries, one to be nominated by the mayor and one to be nominated by the common council president.
4. A member of the common council, nominated by the common council president.
5. A representative of the mayor's office, nominated by the mayor.
6. A person affiliated with a local college or university, with a background in labor relations, economics, sociology or a related field, nominated by the mayor.

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

Part 1. Section 320-26 of the code is created to read:

320-26. Wage and Employment Rights Commission. 1. CREATION. There is created a wage and employment rights commission.

2. DEFINITION. In this section, "covered occupations and industries" means food and beverage preparation and service; custodial, cleaning, environmental, housekeeping, and janitorial services; guarding and security screening; direct customer service and guest relations; and other reasonably related occupations, in event venues and other hospitality settings, commercial office buildings, educational institutions, healthcare institutions, and home-based settings.

3. PURPOSE. The purpose of the wage and employment rights commission is to investigate wage and non-wage benefits, workforce practices, conditions of work and employment, employment practices and employment rights in the covered occupations and industries, to make recommendations on minimum standards and practices in these matters, and to monitor adherence to the recommended minimum standards and practices.

4. MEMBERS. The commission shall be composed of 9 members:

- a. Two non-management employees in covered occupations and industries, one to be nominated by the mayor and one to be nominated by the common council president.
- b. Two business owners, employers, managers of employees or trade group representatives in covered occupations and industries, one to be nominated by the mayor and one to be nominated by the common council president.
- c. Two persons affiliated with local labor groups or unions that represent employees in covered occupations and industries, one to be nominated by the mayor and one to be nominated by the common council president.
- d. A member of the common council, nominated by the common council president.
- e. A representative of the mayor's office, nominated by the mayor.
- f. A person affiliated with a local college or university, with a background in labor relations, economics, sociology or a related field, nominated by the mayor.

5. TERM OF OFFICE. a. Members shall be appointed to 3-year terms.

b. Any vacancy on the commission shall be filled for the unexpired term within 60 days in the same manner as the original appointment.

6. ORGANIZATION. The commission may adopt rules and procedures governing its operation.

7. POWERS AND DUTIES. a. The wage and employment rights commission shall investigate wage and non-wage benefits, workforce practices, conditions of work and employment, employment practices and employment rights in Milwaukee in the covered occupations and industries.

b. The commission shall provide recommendations on minimum standards and practices in relation to wage, non-wage benefits, workforce practices, conditions of work and employment, employment practices and employment rights in the covered occupations and industries.

c. The commission shall monitor and investigate adoption and observance of recommended minimum standards and practices.

d. The commission shall meet at least quarterly to conduct its business, investigate, hear testimony from the public and review adoption of the recommended minimum standards and practices.

8. REPORTING. a. The commission shall investigate and issue a recommendations report with recommended minimum standards and practices in relation to wage and non-wage benefits, workforce practices, conditions of work and employment, employment practices, and employment rights in the covered occupations and industries at least once every 3 years.

b. The commission shall conduct at least 3 public hearings during each three-year period to take testimony from the public.

c. For each recommendations report, the commission shall issue a draft report and hold at least one public hearing to hear testimony from the public on the draft report. The commission shall issue a final recommendations report within 30 days of the public hearing on the draft report and present the final recommendations report to the common council.

9. STAFFING. The city clerk's office shall staff the commission.

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: _____

Dana J. Zelazny
LRB175908-1
March 10, 2020