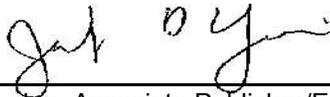


PROOF OF PUBLICATION

STATE OF WISCONSIN }
MILWAUKEE COUNTY } s.s.

Joe Yovino, being the first duly sworn on oath, says that he or she is the Associate Publisher/Editor of THE DAILY REPORTER, which is a public newspaper of general circulation, printed and published daily in the English language in the City of Milwaukee, in said county, and fully complying with the laws of Wisconsin, relating to the publication of legal notices; that the notice of which the printed one attached is a true copy, which was clipped from the said newspaper, was inserted and published in said newspaper on

May. 25, 2022



Joe Yovino, Associate Publisher/Editor

Sworn to me this 25th day of May 2022



Russell A. Klingaman
Notary Public, Milwaukee County, Wisconsin
My Commission Is Permanent



PROOF OF PUBLICATION

AFFIDAVIT OF PUBLICATION

1 FROM THE OFFICE OF GEORGE L. CHRISTENSON
2 MILWAUKEE COUNTY CLERK

3
4 County Ordinance No. 22-6
5 File No. 22-467

6
7 AN ORDINANCE

8 The County Board of Supervisors of the County of Milwaukee does ordain as follows:

9
10
11 SECTION 1. Section 17.177 of the General Ordinances of Milwaukee County is hereby
12 created as follows:

13
14 **17.177 – Paid parental leave.**

- 15
16 (1) All employees with a defined work week of twenty (20) hours or more shall be
17 entitled to up to eight (8) weeks of paid parental leave for any qualifying event
18 once every calendar year, subject to the following:
- 19 a. Employees with a defined work week of forty (40) hours shall be entitled to
20 320 hours of paid parental leave for a qualifying event; all other
21 employees shall be entitled to a paid parental leave for a qualifying event
22 prorated based on their defined work week. For example, an employee
23 with a defined work week of twenty (20) hours would be entitled to 160
24 hours of paid parental leave, or eight (8) weeks of leave based on their
25 defined work week.
 - 26 b. Only qualifying events on or after June 6, 2022, shall be eligible for paid
27 parental leave.
 - 28 c. An employee with a defined work week of forty (40) hours shall have
29 worked a minimum of 1,000 hours in the 12 months prior to the qualifying
30 event. The minimum number of hours worked in the 12 months prior for an
31 employee with a defined work week of at least twenty (20) hours but less
32 than forty (40) hours shall be a prorated amount of the forty (40) hour
33 defined work week.
 - 34 d. Paid parental leave shall run concurrently with any state or federal family
35 leave for which the employee may be eligible.
 - 36 e. An employee with a qualifying event under this section who does not
37 qualify for protection under the Family and Medical Leave Act (FMLA) of
38 1993 shall be provided the same job protections specified by the act.
 - 39 f. The leave may be continuous, or intermittent with the approval of the
40 appointing authority, but must be used within one (1) year of the qualifying
41 event.
 - 42 g. If a paid parental leave coincides with a paid holiday, the employee shall
43 be given holiday pay in lieu of parental leave.
- 44
- 45 (2) An eligible employee shall be eligible for up to eight (8) weeks of paid parental
46 leave once per calendar year, after any of the following qualifying events:
- 47 a. Birth of a child.
 - 48 b. Placement of a child under the age of five (5) through adoption, fostering,
49 guardianship, or acting in place of a parent.
- 50
- 51 (3) An eligible employee who is also a birthing parent may qualify for paid parental
52 leave, prorated based on their defined work week, in the following special
53 circumstances:
- 54 a. A birthing parent who experiences a miscarriage or stillbirth shall be
55 eligible for up to three (3) weeks of paid parental leave.
 - 56 b. A birthing parent who experiences incapacity related to pregnancy or
57 serious health conditions following the birth of a child shall be eligible for
58 up to two (2) weeks of paid parental leave in addition to the eight (8)
59 weeks of paid parental leave.
- 60

61
62 SECTION 2. The provisions of this Ordinance shall become effective upon passage and
63 publication.

64 Adopted by the Milwaukee County Board of Supervisors
65 March 24, 2022

12121648/5-25

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