



**Milwaukee County COVID-19 Public Health Emergency**  
**Juneteenth Minor Holiday Administrative Order 20-15v1**  
Version 1 Issued and Effective as of 5:00 p.m. on Friday, June 12, 2020

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**Declaring Juneteenth (Friday, June 19) as a Minor Holiday**

This year, Juneteenth is on Friday, June 19. This Administrative Order designates Juneteenth as a **minor holiday** in 2020. If you have questions about this, or any other Administrative Order or policy, please email: [COVID-19@milwaukeecountywi.gov](mailto:COVID-19@milwaukeecountywi.gov)

**I. Juneteenth Designated as a Minor Holiday in 2020**

Juneteenth is the oldest nationally-celebration commemoration of the end of slavery in the United States. On June 19, 1865, two-and-a-half years after President Lincoln issued the Emancipation Proclamation, Union soldiers arrived in Texas to read and enforce the proclamation that ended slavery. Starting in 1866, Juneteenth has been celebrated as the end of slavery in the United States. 131 years later, the United State Congress recognized Juneteenth through SJR 11/HJR 56 in 1997.

The County recognizes that Milwaukee and the nation are presently facing two public health emergencies, one acute emergency caused by COVID-19 and one deep-rooted emergency caused by racism. The disparities of COVID-19 and racial inequities are clear. Black people comprise of 26 percent of the County's overall population but at the height of infections, they were nearly half the county's COVID-19 cases. While the coronavirus disease is a novel disease, racial inequities between Blacks and whites in Wisconsin is not. Among white babies, 5.2 of every 1,000 born die in the first year of life. For Black infants, the rate is three times that.

The County amended its ordinance in 2020 to officially recognize that racism has, is, and will continue to be a public health emergency until we address the racism plaguing our systems and institutions. Furthermore, the County adopted the vision that, "By achieving racial equity, Milwaukee is the healthiest county in Wisconsin." Recognizing Juneteenth as a holiday reiterates the County's commitment to racial equity while responding to both public health emergencies.

**A. Furlough, Paycode, and Attendance Information**

- Dayforce will be automatically populated with holiday hours. Central Payroll will provide more information during the week of June 14<sup>th</sup>, if needed.
- **Employees may not take any of their furlough time on Juneteenth; required furlough time must be taken a different day (or days) during the same week.**
- **Employees should not charge time to any type of paid time off codes if they are not working this day.**
- Like all minor holidays, employees who work on Juneteenth will accrue holiday time up to 8 hours.
- Employees should work with their supervisors to determine if they should report to work on June 19, 2020. Decisions about who should work on the minor holiday are at the discretion of the department head or designee(s).