

1 Supervisor Theodore Lipscomb, Sr., Chairperson
2 From the Committee on Finance, Personnel, and Audit, reporting on:

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4 File No. 15-313

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6 (ITEM) A resolution/ordinance by Supervisors Romo West and Dimitrijevic
7 amending Section 17.17(3) of the Milwaukee County Code of General Ordinances
8 designating the birthday of Cesar Chavez, March 31st, as a minor holiday for County
9 employees to permit workers to observe this day with service, community, and
10 educational programs in honor of the legacy of the American civil rights and labor
11 movement activist, by recommending adoption of the following:

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13 **A RESOLUTION/ORDINANCE**

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15 WHEREAS, Cesar Chavez was a notable Mexican-American labor organizer and
16 union leader who fought for American civil rights and labor equity; and

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18 WHEREAS, Mr. Chavez founded the National Farm Worker’s Association (later
19 known as the United Farm Workers) in 1962 and drew national attention for his non-
20 violent methods of boycotting, marching, and hunger strikes to obtain fair rights for farm
21 workers; and

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23 WHEREAS, after encountering many hurdles and legal conflicts, Mr. Chavez was
24 able to gain recognition for the United Farm Workers in 1970, when California grape
25 growers signed contracts that secured higher wages and improved working conditions
26 for farm laborers in California, Arizona, and Texas; and

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28 WHEREAS, Cesar Chavez Day is a nationally recognized commemorative
29 holiday that is celebrated on March 31st; and

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31 WHEREAS, on March 28, 2014, President Barack Obama announced the official
32 proclamation that March 31st shall be known as National Cesar Chavez Day, in which
33 he urged Americans to “observe this day with appropriate service, community, and
34 educational programs to honor Cesar Chavez’s enduring legacy”; and

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36 WHEREAS, although Mr. Chavez’s life has been recognized and celebrated
37 within the Latino and labor union communities for many years, it is appropriate for
38 Milwaukee County to take strides to solidify the significant and lasting impact that Mr.
39 Chavez has left behind; now, therefore,

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41 BE IT RESOLVED, beginning in 2016, March 31st shall be observed as a minor
42 holiday in accordance with Milwaukee County’s vacation policy, and County offices,
43 departments, and institutions shall recognize it as such going forward; and

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45 BE IT FURTHER RESOLVED, Section 17.17(3) of the Milwaukee County Code
46 of General Ordinances shall be amended to reflect the new minor holiday designation

47 so that County employees may observe this day with appropriate service, community,
48 and educational programs to honor Cesar Chavez's enduring legacy by adopting the
49 following:

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AN ORDINANCE

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

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56 **SECTION 1.** Section 17.17(3) of the General Ordinances of Milwaukee County is
57 hereby amended as follows:

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59 17.17. - Vacations and holidays.

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61 (3) The following days of each year are holidays: January 1, the third Monday in
62 January, the third Monday in February, March 31, the last Monday in May, July 4,
63 November 11, the fourth Thursday in November, December 25, the day
64 appointed by the governor as Labor Day, and the day of holding the general
65 election in November, unless as otherwise may be provided for by collective
66 bargaining agreements; county departments, offices, and institutions may be
67 closed on these holidays: January 1, the third Monday in January, the last
68 Monday in May, July 4, the first Monday in September, the fourth Thursday in
69 November, and December 25. Effective in 2002 the Friday after the fourth
70 Thursday in November shall be a holiday for non-represented employees and
71 employees who are represented by a collective bargaining unit which has agreed
72 to this provision. All county departments, offices and institutions shall be open to
73 the public for business on all other statutory holidays. All employees, including
74 those in the building and mechanical trades group in subsection 17-32(2)(c) [sic],
75 except employees paid on an hourly or per diem basis and firefighter and
76 equipment operators who receive off days in lieu of holidays and assistant chiefs
77 of airport rescue and firefighting who receive off hours in lieu of holidays, shall be
78 granted leave with pay on these days, provided that if an employee is required to
79 work on such days because of the needs of the service, he shall be given
80 equivalent time off or shall receive additional compensation, if such
81 compensation is authorized by the provisions of subsection 17-16(5). Firefighter
82 and equipment operators, who receive seven (7) off days in lieu of all holidays,
83 shall be granted such off days during their first calendar year of employment as
84 provided for in their collective bargaining agreements. Assistant chiefs of airport
85 rescue and firefighting, who receive one hundred nine (109) hours of holiday time
86 in lieu of holidays, shall be granted fifty-four and one-half (54.5) hours, or one-
87 half (½) of the annual allotment, on January 1st of each year and the second half
88 of the annual allotment, fifty-four and one-half (54.5) hours, on August 1st of
89 each year.

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91 **SECTION 2.** The provisions of this ordinance shall become effective upon passage and
92 publication.

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