



# City of Madison

City of Madison  
Madison, WI 53703  
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## Master

**File Number: 78154**

**File ID:** 78154

**File Type:** Resolution

**Status:** Report of Officer

**Version:** 1

**Reference:**

**Controlling Body:** Council Office

**File Created Date :** 05/31/2023

**File Name:** Encouraging employers to honor Juneteenth as a paid holiday

**Final Action:**

**Title:** Encouraging employers to honor Juneteenth as a paid holiday

### Notes:

**CC Agenda Date:** 06/06/2023

**Agenda Number:** 1.

**Sponsors:** Amani Latimer Burris, Marsha A. Rummel, Michael E. Verveer, Regina M. Vidaver, Kristen Slack, Satya V. Rhodes-Conway And John W. Duncan

**Effective Date:**

**Attachments:** Labor and Juneteenth Resolution - Gillis email.pdf

**Enactment Number:**

**Author:** Ald. Amani Latimer Burris

**Hearing Date:**

**Entered by:** kkapusta-pofahl@cityofmadison.com

**Published Date:**

### Related Files:

## Approval History

Version	Seq #	Action Date	Approver	Action	Due Date
1	1	5/31/2023	Elizabeth York	Approve	6/1/2023

## History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	Council Office	05/31/2023	Referred for Introduction				
	<b>Action Text:</b>		This Resolution was Referred for Introduction				
	<b>Notes:</b>		Economic Development Committee (6/21/23), Common Council (7/11/23)				
1	COMMON COUNCIL	06/06/2023	Refer	ECONOMIC DEVELOPMENT COMMITTEE		06/21/2023	Pass
	<b>Action Text:</b>		A motion was made by Currie, seconded by Figueroa Cole, to Refer to the ECONOMIC DEVELOPMENT COMMITTEE. The motion passed by voice vote/other.				

1	ECONOMIC DEVELOPMENT COMMITTEE	06/21/2023	RECOMMEND TO COUNCIL WITH THE FOLLOWING RECOMMENDATION S - REPORT OF OFFICER	Pass
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**Action Text:** Motion made by Madison to Amend the Resolution, seconded by Duncan. Passed unanimously with voice vote.

Second motion made by Wehelie, seconded by Bah, to Recommend to Council to Approve the Amended resolution. Passed unanimously with voice vote.

This Resolution was RECOMMEND TO COUNCIL WITH THE FOLLOWING RECOMMENDATIONS - REPORT OF OFFICER

**Notes:** Amend resolution paragraph 22; strike 'UW Health and' from the resolution. Paragraph to read 'WHEREAS, workers at large employers have proposed that Juneteenth be added to the list of paid holidays and a growing list of large US Companies, such as Target, Nike, Lyft, Apple, Instacart, and Starbucks, have recognized Juneteenth as paid time off; and,'

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### Text of Legislative File 78154

#### Fiscal Note

No fiscal impact.

#### Title

Encouraging employers to honor Juneteenth as a paid holiday

#### Body

WHEREAS, in 2021, when Juneteenth was signed into law by President Joseph Biden it became one of the five state-specific federal holidays, joining New Year's Day, Independence Day, Veteran's Day and Christmas; and,  
WHEREAS, Juneteenth honors the quest for freedom in America; and,  
WHEREAS, June 19th is Freedom Day; and,  
WHEREAS, freedom, ultimately as a collective aspiration, is a virtue to keep and protect as the hallmark of our democracy; and,  
WHEREAS, June 19th falls within Honor America Days; and,  
WHEREAS, Juneteenth commemorates the end of slavery in America as it stood and celebrates the founding of, fighting for and forging of freedom for all, a virtue of fact, embedded into the Declaration of Independence; and,  
WHEREAS, slavery was an immoral and inequitably unbalanced economic and labor engine, which further confined the physical, emotional, mental, spiritual and financial prosperity and well-being of so many; and,  
WHEREAS, it became apparent that those enslaved, slavery and its institution in America, directly impeached freedom and the concept found thereof in the founding documents; and,  
WHEREAS, this further jeopardized freedom in the Union and its ability to remain a united state; and,  
WHEREAS, on June 19th, 1862 Congress, under President Lincoln, outlawed slavery in US territories with an "act to secure freedom for all persons with in the Territories of the United States;" and,  
WHEREAS, this act would eventually free people through the Emancipation Proclamations coupled with several ratified amendments (13th, 14th and 15th) and enforcements; and,  
WHEREAS, instead of being enslaved, sold at will, rented out, used as a prize or for wage, many (in essence and over time) fought for and gained the right protect oneself and to seek protection, to get an education and be educated, to dress oneself, to name oneself and be oneself, the right to know, learn and record your history and be in family; and,

WHEREAS, many fought for the freedom of religion, freedom to sue and testify in legal proceedings, from freedom internment, freedom from Jim Crow, freedom from disparity, freedom to own property, be in business, the freedom to travel and employment, at will; and, WHEREAS, many people sought for and some gained the freedom to peacefully assemble, redress grievances, seek personal care and healthcare, participate in public, civic and political life; to negotiate freely, the economic right to work, seek equal pay; serve in the military and even to earn citizenship in a country build by their labor; and, WHEREAS, this recognition of Freedom, manifested in Juneteenth, has lent its weight to several other civil, human, social justice movements, acts and laws and effectively, has led to a multitude of other collective quests for freedom and equality; progress ranging from the right to vote through many civil rights acts through in education into marriage equality and for the right to immigrate and migrate, to participate as a lawful citizen, many of the same freedoms people are still fighting for today; and, WHEREAS, the Common Council recognizes that the events leading up to and surrounding Juneteenth are connected to the struggle for freedom and other progress forwarding humanity; and WHEREAS, with regard to workers, this freedom allowed people who were in service as carpenters, drivers, mechanics, skilled laborers, educators, and healthcare practitioners to become bona fide workers and make choices about for themselves, where they labored, what type of work they performed and contracts they negotiated; and, WHEREAS, the Juneteenth holiday is an opportunity to recognize the long history of gross oppression, pushed against active resistance and resilience; and, WHEREAS, the freedom of undiscovered truth that history holds is a lesson for the future and when learned, acknowledged and understood creates space for unspoken growth, healing and new possibilities; and, WHEREAS, in 2023, the historical legacy of slavery continues to affect the progress and the lives all people in this United States, and as Opal Lee, the Grandmother of Juneteenth, has declared, that “nobody is free until we are all free;” and, WHEREAS, as Lee, in response to why Juneteenth is important for everyone, highlighted that “We celebrate our independence on the 4th of July and freedom on the 19th of June” a statement which underscores the fact that we as country gained and celebrate our independence on the 4th of July and our never-ending quest and right for freedom in America is now celebrated on June 19th; and, WHEREAS, workers at UW Health and other large employers have proposed that Juneteenth be added to the list of paid holidays and a growing list of large US companies, such as Target, Nike, Lyft, Apple, Instacart, and Starbucks, have recognized Juneteenth as paid time off; and, WHEREAS, the City of Madison as an employer recognizes Juneteenth as a paid holiday for its employees; NOW, THEREFORE, BE IT RESOLVED that the City of Madison recognizes the importance of Juneteenth in this city and further commits to encouraging local employers to take the lead in creating structural change so that all of our communities may realize the freedom and equality first promised by the Emancipation Proclamation by recognizing Juneteenth as a paid holiday.