

## Fields, Debbie

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**From:** rargandona1957@gmail.com  
**Sent:** Tuesday, July 11, 2023 3:50 PM  
**To:** All Alders  
**Subject:** [All Alders] Juneteenth resolution

**Recipient:** All Alders

**Name:** Ramon Argandona  
**Address:** 563 Glen Dr., Madison, WI 53711  
**Email:** rargandona1957@gmail.com

**Would you like us to contact you?** Yes, by email

### Message:

I'm a housekeeper at Meriter Hospital and a vice president of my union, SEIU Wisconsin.

I'm asking you to vote for the resolution calling on all employers in Madison to recognize Juneteenth as a paid holiday. Many employers, including healthcare facilities like Meriter, say they want diversity, equity and opportunity for all yet they have not made Juneteenth a paid holiday. All of us in healthcare agree that diversity improves our teams and helps us deliver the best care possible for our entire community and we need your help to make that happen.

As an immigrant from Peru, I'm proud of all the groups mixed together in my blood. When Spain came into Peru 550 years ago, they killed Indians and brought in Africans. Today, we're all mixed together Indian, Black and white and we are all connected. In the US, we are all connected, too, and we must celebrate freedom and fight for racial justice together.

For the past five years, my union has been negotiating with Meriter about Juneteenth and other equity and inclusion issues. We've made some progress but have not yet reached an agreement on Juneteenth as a holiday.

Meriter said they would recognize Juneteenth if we agreed to eliminate a different paid holiday. That's not the spirit of equity, diversity and inclusion. That's why we need the Common Council to urge them and all employers to make Juneteenth a paid holiday.

Please pass this resolution and then continue to support healthcare workers like me by reaching out to our employers. Together, we can make our city a leader in the fight for racial justice.

## Fields, Debbie

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**From:** Aulik, Juli A <JAulik@uwhealth.org>  
**Sent:** Tuesday, July 11, 2023 1:47 PM  
**To:** All Alders; Rhodes-Conway, Satya V.  
**Cc:** Bidar-Sielaff, Shiva; Bottari, Mary; Aulik, Juli A  
**Subject:** Time sensitive- UW Health Comments re: July 11 CC Meeting Agenda item 77

Caution: This email was sent from an external source. Avoid unknown links and attachments.

To: City of Madison Alders and Mayor  
From: Juli Aulik, Director, Community Relations and Shiva Bidar-Sielaff, VP/Chief Diversity Officer  
Re: July 11 agenda item 77, number 78154, SUBSTITUTE: Encouraging employers to honor Juneteenth as a paid holiday  
Date: July 11, 2023

**UW Health appreciates the sponsors of this resolution, particularly Alder Latimer Burris, the lead sponsor, for shining a bright light on the importance of Juneteenth and outlining in the resolution the many reasons everyone should know about and honor this holiday as well as its unique connections to Madison.**

**UW Health was the only employer specifically called out in the original version of the resolution. We appreciate any substitute resolution that call for all employers to recognize the importance of Juneteenth as a holiday. This keeps the issue focused on the critical importance of Juneteenth in US history and the role every organization has in recognizing its importance.**

UW Health has been walking the talk on our anti-racism, diversity, equity, inclusion with a clear commitment to dismantling racism in ourselves, in our organization, and in the community. As part of that commitment, we are actively exploring ways to adjust our current overall paid time off policy to create as much additional flexibility as possible to allow individuals to take days off which are important to them such as Juneteenth, Indigenous People's Day, Cesar Chavez Day, Eid-al-Fitr, Yom Kippur, Diwali, Eid al-Adha, International Transgender Visibility Day. This is an employee centered approach that recognizes and celebrates the diversity of our employees.

Now, to refocus on Juneteenth and UW Health's year-round anti-racism work:

As you know, Juneteenth celebrations acknowledge the liberation of enslaved people in the U.S. and illuminates Black resilience and transformation, and it's an opportunity to reflect on what we can do to address the legacy of slavery.

For more than 15 years UW Health has sponsored [Madison's Juneteenth Celebration](#) through the Kujichagulia Madison Center for Self-Determination as one opportunity to recommit to our vision of dismantling racism in ourselves, in our system, and in our community.

On June 19, the Juneteenth flag was raised at University Hospital and American Family Children's Hospital. Blueprint 365 covered the event: <https://blueprint365.org/healthcare/uw-health-raises-juneteenth-flag/>

Our commitment does not stop at understanding and celebrating Juneteenth. We know working to improve the health of our patients requires addressing the social and systemic health disparities in our community must happen every day.

Everyone at UW Health plays an important part in anti-racism work and we're excited about the ways we are collaborating not only across our organization but also throughout our community.

Our population health, community relations and diversity, equity and inclusion teams are working with care teams and services throughout UW Health to develop innovative solutions to address these health inequities and support organizations across our community.

### **Community partnerships**

We have many longstanding community partnerships that enable us to work directly with Black community leaders to address the health and equity needs they see, investing \$5 million annually into communities of color and health equity initiatives. [Meadowood Health Partnership](#) is one of those organizations that UW Health has partnered with for years to address racism and disparities in the Madison area. We're honored to work alongside them to improve housing access, and equitable access to community resources and health information.

UW Health also has a longstanding commitment to antiracism through our community engagement and community health improvement. Through our innovative [ConnectRx Care Coordination model](#), we are serving more than 400 Black families to address social needs like housing and food insecurity during pregnancy and up to one-year postpartum. As members of the [Dane County Health Council](#), we have hired a culturally and racially concordant workforce of community health workers and doulas and are thrilled that 101 Black babies have celebrated their first birthdays participating in the program.

### **Supporting workforce diversity**

At UW Health, we also have robust work underway to increase our workforce diversity through system-wide initiatives that include education and training support, hiring events and equitable hiring policies and practices.

Our new RN apprenticeship program is a shining example of walking the talk--addressing the workforce shortage challenge and focusing on diversifying our workforce at the same time.

While the current percentage of our employees that identify as BIPOC is 15.4 percent, we know there is significant work to be done, particularly in certain areas. Currently Black/African American/African nurses represent only 1.3% of our total nursing workforce. Diversifying the nursing workforce is the hard work that we are doing by ensuring policies and processes that create a sense of belonging for our exiting BIPOC nurses as well as by creating pathways with community partners such as ULGM and Centro Hispano into the nursing professions. We know racially and culturally concordant care matters to our patients and our communities.

Our [Employee Resource Groups](#) have been growing and have provided a space for safe and supportive conversations as well as a conduit to elevate voices of Black Indigenous People of Color (BIPOC) and LGBTQIA2S employees.

There is much work to be done but we are proud to be leaders in this work and have continued to invest in the staff and resources needed that demonstrates our unwavering commitment to antiracism.

Thank you for your service to the City and for your continued focus on anti-racism and equity.

## Fields, Debbie

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**From:** jillian.bodden@outlook.com  
**Sent:** Friday, July 7, 2023 7:21 PM  
**To:** All Alders  
**Subject:** [All Alders] Please support the Juneteenth resolution!

**Recipient:** All Alders

**Name:** Jillian Bodden Hoenisch  
**Address:** 4348 McConnell St, Fitchburg, WI 53711  
**Email:** jillian.bodden@outlook.com

**Would you like us to contact you?** No, do not contact me

### Message:

Please support the Juneteenth resolution! The members of SEIU WI, including at UW Health, Meriter and our other institutions, have been calling on employers to honor Juneteenth as a paid holiday to ensure that our workplaces are welcoming, inclusive, equitable and respectful for all. We know that when the workforce reflects our community, we can provide the best quality services. For example, studies have shown that it's critical to have a diverse and culturally competent healthcare workforce to address Wisconsin's medical disparities, which are some of the worst in the nation.

## Fields, Debbie

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**From:** jill.bollenbach@gmail.com  
**Sent:** Monday, July 10, 2023 6:31 PM  
**To:** All Alders  
**Subject:** [All Alders] Juneteenth

**Recipient:** All Alders

**Name:** Jill Bollenbach  
**Address:** 4574 Old Indian Trail, Black Earth , WI 53515  
**Email:** jill.bollenbach@gmail.com

**Would you like us to contact you?** No, do not contact me

### Message:

To show the community and other health care institutions that UW Health considers equality an important part of their mission and what they stand for.

## Fields, Debbie

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**From:** cassilynn.lanora.brown@gmail.com  
**Sent:** Tuesday, July 11, 2023 9:26 AM  
**To:** All Alders  
**Subject:** [All Alders] Juneteenth as a paid holiday

**Recipient:** All Alders

**Name:** Cassilynn Brown  
**Address:** 1186 Celebration Boulevard, , Sun Prairie, WI 53590  
**Email:** cassilynn.lanora.brown@gmail.com

**Would you like us to contact you?** No, do not contact me

### Message:

I'm writing in support of the resolution calling on all Madison area employers to recognize Juneteenth as a paid holiday. While I live in Sun Prairie, I work in the Madison area. As a county employee, Juneteenth is a paid holiday for myself. I support this because we live in a country that is continually trying to ignore it's terrible history and the lasting impact our history continues to have on Black Americans. Juneteenth as a paid holiday would provide an reminder of this history. Celebrations, activism, and educational opportunities are held to commemorate the day, but people who do not receive this day as a paid holiday cannot attend without using up well earned paid time off. Additionally, this holiday serves as a reminder of the work that is still needed to address many of the inequities that exists between Black and white Americans.

## Fields, Debbie

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**From:** Tamijtrones@gmail.com  
**Sent:** Monday, July 10, 2023 7:43 PM  
**To:** All Alders  
**Subject:** [All Alders] UW Health Juneteenth resolution

**Recipient:** All Alders

**Name:** Tami Elizabeth Burns  
**Address:** 29 , Washington Rd, Edgerton, WI 53534  
**Phone:** 608-728-0228  
**Email:** Tamijtrones@gmail.com

**Would you like us to contact you?** Yes, by email

### Message:

My name is Tami Burns and I'm a UW nurse in the Pediatric ICU. I want UW to know that it's not enough to send out emails and fly the Juneteenth flag for a day. We need to see them actually lead on matters of equity and justice. Without actually recognizing Juneteenth as a paid holiday, their commitment to equity rings hollow and superficial. Recognizing the holiday would demonstrate a real commitment to their Black staff and patient populations.

I find it offensive in this time, to celebrate Independence Day, but to find any excuse to not offer the same reverence to the date when those citizens who did not, in fact, become independent at that time. Juneteenth signifies the actual freedom of ALL citizens in our country.

It's disgusting to me that so many 'leaders' in equality have to be persuaded to do the right thing, to prioritize doing the right thing.

## Fields, Debbie

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**From:** briannamuthrn@gmail.com  
**Sent:** Tuesday, July 11, 2023 12:43 PM  
**To:** All Alders  
**Subject:** [All Alders] UW Health Juneteenth Resolution

**Recipient:** All Alders

**Name:** Brie Chaves  
**Address:** 6325 Hartford Dr, Madison, WI 53719  
**Phone:** 608-772-9270  
**Email:** briannamuthrn@gmail.com

**Would you like us to contact you?** No, do not contact me

### Message:

My name is Brianna and I'm a float nurse at UW Hospital. UW Health draws people from all over the country to work in Madison and Dane County. They are in a powerful position to set the tone for how large employers respond to cultural change. Many non-Black Americans knew nothing about the cultural importance of June 19th and what it means to Black Americans until a couple years ago, myself included. In just a few short years, people like myself have learned what a basic inequity it is to celebrate an Independence Day that does not celebrate the liberation of all Americans. Many employers have taken this to heart and made changes that reflect their values UW Health has not. It reflects poorly on us as UW employees and on Madison & Dane County to have such a large employer that continually refuses to make needed change.



**Fields, Debbie**

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**From:** gcorner@earthlink.net  
**Sent:** Tuesday, July 11, 2023 6:23 PM  
**To:** All Alders  
**Subject:** [All Alders] UW Health Juneteenth resolution

**Recipient:** All Alders

**Name:** Georgia Corner  
**Address:** 1206 Spaight Street, Madison, WI 53703  
**Email:** gcorner@earthlink.net

**Would you like us to contact you?** No, do not contact me

**Message:**

Please support this resolution!

## Fields, Debbie

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**From:** delaneymk90@gmail.com  
**Sent:** Tuesday, July 11, 2023 12:06 PM  
**To:** All Alders  
**Subject:** [All Alders] UW Juneteenth resolution

**Recipient:** All Alders

**Name:** Matt Delaney  
**Address:** 8440 Market St Apt 123, Middleton, WI 53562  
**Email:** delaneymk90@gmail.com

**Would you like us to contact you?** No, do not contact me

### Message:

My name is Matt Delaney, and I'm a nurse at the UW Health Neuro Progressive Care unit. UW nurses pride ourselves on offering remarkable care for our community and state, and even the nation. But we know that healthcare in Wisconsin has a long way to go in order to create true equity for all our patients. For example, as the Dane County Branch of the NAACP recently noted, in Wisconsin we have "the worst Black infant mortality rate in the entire nation, with 13 Black babies dying for every 1,000 born – three times higher than the rate for white babies," and our Black maternal mortality rates also lag the nation. If we're going to begin to address these disparities and many more, we need a diverse staff that can offer culturally competent care for our patients. It is literally a matter of life and death. Recognizing Juneteenth as a holiday would help with recruiting that staff, and it's time for the UW to show leadership on this issue. Passing this resolution from the Common Council can help point us all in the right direction.

**Fields, Debbie**

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**From:** reporting@cityofmadison.com  
**Sent:** Tuesday, July 11, 2023 4:37 PM  
**To:** All Alders  
**Subject:** [All Alders] Juneteenth Paid Holiday

**Recipient:** All Alders

**Name:** Gabe Dieguez  
**Address:** 22 N Hancock Street , 53703 , WI 53703

**Would you like us to contact you?** No, do not contact me

**Message:**

I support the resolution to call for all Madison area employers to recognize Juneteenth as a paid holiday.

**Fields, Debbie**

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**From:** jessicalyndraws@gmail.com  
**Sent:** Monday, July 10, 2023 8:53 AM  
**To:** All Alders  
**Subject:** [All Alders] Please recognize Juneteenth as a paid holiday

**Recipient:** All Alders

**Name:** Jess Draws  
**Address:** 1630 Fordem Ave, Apt 110, Madison, WI 53704  
**Phone:** 9204289137  
**Email:** jessicalyndraws@gmail.com

**Would you like us to contact you?** No, do not contact me

**Message:**

Dear Common Council Members,

I urge you to support the resolution that would encourage employers to honor Juneteenth as a paid holiday.

Juneteenth is a significant day in our nation's history. It marks the end of slavery and the beginning of freedom for millions of African Americans. It is a day to celebrate the resilience, courage, and contributions of Black people in America. It is also a day to reflect on the ongoing struggle for racial justice and equity.

By honoring Juneteenth as a paid holiday, employers would show their commitment to diversity, inclusion, and anti-racism. They would also provide their employees with an opportunity to learn more about this important event, to engage in meaningful dialogue, and to participate in community events and celebrations.

Recognizing Juneteenth as a holiday with paid time off would not only benefit the Black community, but also the entire city of Madison. It would foster a culture of respect, solidarity, and appreciation for our shared history and values. It would also demonstrate our city's leadership and vision in advancing racial equity and social justice.

I hope you will vote in favor of this resolution and make Madison a more inclusive and progressive city. Thank you for your time and attention.

Sincerely,  
Jess Draws

## Fields, Debbie

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**From:** reneegehrke@hotmail.com  
**Sent:** Monday, July 10, 2023 8:56 PM  
**To:** All Alders  
**Subject:** [All Alders] UW Health Juneteenth Resolution

**Recipient:** All Alders

**Name:** Renee Gehrke  
**Address:** 610 Cherry Wood Dr, Oregon, WI 53575  
**Email:** reneegehrke@hotmail.com

**Would you like us to contact you?** No, do not contact me

### Message:

My name is Renee Gehrke, and I'm a nurse at the UW Health Ophthalmology Clinic. I've been at the UW for over 25 years now, and the time for action on recognizing Juneteenth as a UW holiday is now. According to one report, our state has performed worse than the national average on 22 out of 27 measures of healthcare disparities for Black and Latino populations. The UW's own Population Health Institute gave Wisconsin a grade of "D" for overall health disparities. So we know Wisconsin needs to make progress on this issue, and soon. Our major health care employers in Wisconsin, including UW Health in Madison, must take the important step of recruiting diverse staff who can give the culturally competent care that help would address these issues. Instituting a Juneteenth holiday is one important way to do this. More than 25 other hospitals across the country have already recognized Juneteenth, including in Alabama, Texas, and Kentucky. It's time for UW to step up and demonstrate leadership.

## Fields, Debbie

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**From:** Lglauragottlieb@gmail.com  
**Sent:** Friday, July 7, 2023 6:28 PM  
**To:** All Alders  
**Subject:** [All Alders] Please make Juneteenth a paid holiday!

**Recipient:** All Alders

**Name:** Laura Gottlieb  
**Address:** 212 Highland Avenue, Madison, WI 53705  
**Email:** Lglauragottlieb@gmail.com

**Would you like us to contact you?** Yes, by email

### Message:

Dear Alders,  
Americans work their heads off compared to workers in other countries. As we discovered during the pandemic, the lowest paid workers...often people of color...are often the most critical to the maintenance of daily life: at that time, we called them "essential workers." How about giving all Madison workers one more paid holiday...because they deserve it. It's one small way to honor the work they do.  
Best wishes,  
Laura Gottlieb

**Fields, Debbie**

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**From:** Paula G <plgottlieb@gmail.com>  
**Sent:** Tuesday, July 11, 2023 10:46 AM  
**To:** All Alders  
**Subject:** UW Health Juneteenth resolution

Caution: This email was sent from an external source. Avoid unknown links and attachments.

To the alders,

I write in support of the UW Health Juneteenth resolution. History is important, and all should have the opportunity to celebrate the end of slavery in this country.

Sincerely,

Paula Gottlieb (Professor)

4221 Beverly Road,

Madison, WI 53711

608 271 7123

## Fields, Debbie

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**From:** kevin@scfl.org  
**Sent:** Tuesday, July 11, 2023 5:26 PM  
**To:** All Alders  
**Subject:** [All Alders] Support Resolution encouraging employers to honor Juneteenth as a paid holiday

**Recipient:** All Alders

**Name:** Kevin Gundlach  
**Address:** 1602 S. Park Street, #228, Madison, WI 53715  
**Phone:** 608-256-5111  
**Email:** kevin@scfl.org

**Would you like us to contact you?** No, do not contact me

### Message:

Greetings, City of Madison Alders,

On behalf of the South Central Federation of Labor, AFL-CIO and all of our affiliated Unions, we support the Resolution encouraging employers to honor Juneteenth as a paid Holiday. We encourage you to vote YEA on the Resolution.

Just as Martin Luther King, Junior Day has deep roots with Labor and Civil rights, so does the history of Juneteenth and what this day represents to our community.

Too often, corporations and employers like UW-Hospital continue to resist recognizing vitally important Civil Rights and Labor Rights days like Juneteenth Day a day that has been recognized as a federal holiday.

Similar arguments by corporations, multimillionaire CEOs, and large employers to not recognize MLK Jr day are now being used to not recognize Juneteenth Day as a paid Holiday.

Civil Rights and Labor Rights are important to our community. Juneteenth epitomizes that importance. All workers and community members should have the chance to join in celebration and acknowledgement, in reflection, and in Solidarity.

Thank you for voting YEA on this Resolution.

Solidarity.



## Fields, Debbie

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**From:** huesmann@gmail.com  
**Sent:** Monday, July 10, 2023 8:00 PM  
**To:** All Alders  
**Subject:** [All Alders] Juneteenth resolution

**Recipient:** All Alders

**Name:** Amihan Huesmann  
**Address:** 2317 Hoard St, Madison, WI 53704  
**Email:** huesmann@gmail.com

**Would you like us to contact you?** No, do not contact me

### Message:

I am not of African descent.

I simply do not know why Juneteenth is not an official, national/state holiday. The legacy of slavery burdens this country heavily today and we have not one holiday centered on the experience of the slaves. It is a no-brainer.

## Fields, Debbie

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**From:** reporting@cityofmadison.com  
**Sent:** Tuesday, July 11, 2023 4:15 PM  
**To:** All Alders  
**Subject:** [All Alders] UW Health Juneteenth Resolution

**Recipient:** All Alders

**Name:** Mary Jorgensen  
**Address:** 310 Cross Oak Dr, Verona, WI 53593

**Would you like us to contact you?** No, do not contact me

### Message:

My name is Mary, and I'm an OR nurse at UW Hospital. It's disheartening to see UW Health tout their diversity and equity initiatives when it suits them, but to shut down their own nurses when we ask for a paid holiday that would reflect our values as culturally competent caregivers.

Their commitment to diversity and equity seems to stop once they're asked to listen to nurses and make an economic commitment.

**Fields, Debbie**

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**From:** reporting@cityofmadison.com  
**Sent:** Tuesday, July 11, 2023 10:05 AM  
**To:** All Alders  
**Subject:** [All Alders] UW Health Juneteenth resolution

**Recipient:** All Alders

**Name:** Erin Juderjahn  
**Address:** 6686 Token Way, Deforest, WI 53532

**Would you like us to contact you?** No, do not contact me

**Message:**

Hello -

I am an RN Transplant Coordinator at UW Health. I am writing in support of UW Health recognizing Juneteenth as a paid holiday. This action would directly align with the vision of Respect for People and further demonstrate our commitment being a leader in Diversity, Equity and Inclusion. I request your support in our efforts to uphold racial justice. It is my belief that UW Health's spoken words should also be backed by action in this manner.

Thank you for your time,  
Erin Juderjahn, BSN RN

## Fields, Debbie

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**From:** Will.kiesling3@gmail.com  
**Sent:** Tuesday, July 11, 2023 5:36 AM  
**To:** Fields, Debbie  
**Subject:** [Council Staff] Juneteenth Resolution

**Recipient:** Council Staff

**Name:** William Kiesling  
**Address:** 2544 S Stoughton Rd, Madison , WI 53716  
**Phone:** 414-350-1370  
**Email:** Will.kiesling3@gmail.com

**Would you like us to contact you?** Yes, by email

### Message:

Hi, I would like to let my support known for the resolution to encourage businesses to recognize Juneteenth as a holiday. I am a nurse at UW Health, a local organization that acknowledges Juneteenth but does not consider it a holiday in labor terms. Over the past few years, UW Health has committed itself to DEI initiatives and is attempting to make large changes within our system to provide better care for marginalized communities. Yet, when pressed to make a simple yet powerful gesture in making Juneteenth a paid holiday, it has not done so. I think it's important as a community to push every company to recognize the importance of Juneteenth by putting in the resources to make it a holiday throughout Madison. I hope this resolution helps all companies, no matter what they do, understand the importance of Juneteenth and prioritize it as such. Thank you!

## Fields, Debbie

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**From:** jayklamer@gmail.com  
**Sent:** Monday, July 10, 2023 6:25 PM  
**To:** All Alders  
**Subject:** [All Alders] UW Health Juneteenth Resolution

**Recipient:** All Alders

**Name:** Jay Klamer  
**Address:** 1610 Steven Street, Sun Prairie, WI 53590  
**Phone:** 608-577-8176  
**Email:** jayklamer@gmail.com

**Would you like us to contact you?** Yes, by email

### Message:

My name is Jay Klamer, and I'm a nurse at UW Health on the Transplant unit. UW Health is on the forefront of healthcare and prides itself in always using evidence to support its policies and practices. Studies have shown that culturally competent care can have a significant positive impact on healthcare outcomes. UW Health has recently promoted diversity and equity initiatives while continuing to endorse culturally competent care because of the positive impact it can have for our patients.

Despite the lip service UW Health has paid to the concept of cultural diversity, they hesitate to show instead of tell. In order to attract and retain a culturally diverse staff, I believe it's important for UW Health to recognize the Juneteenth holiday as an important step towards celebrating diversity and the benefits it brings. The Common Council should pass a resolution encouraging UW Health to do what they already know is right.

**Fields, Debbie**

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**From:** Simone LaPierre <slapi85@gmail.com>  
**Sent:** Monday, July 10, 2023 9:39 PM  
**To:** All Alders  
**Subject:** UW Health Juneteenth resolution

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Please keep Juneteenth a federal holiday and let all those part of the medical community be able to take as paid holiday. Thank you.

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Live Life With Loyalty, Laughter, and Love and Just Watch The Miracles Follow.

## Fields, Debbie

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**From:** Julie Liston <jlistonrn@gmail.com>  
**Sent:** Tuesday, July 11, 2023 8:28 PM  
**To:** All Alders  
**Subject:** UW Health Juneteenth resolution

Caution: This email was sent from an external source. Avoid unknown links and attachments.

This is a ridiculous notion that we need another holiday to celebrate freedom. In this country, we have July 4th, freedom from taxation without representation. Are we not all Americans? This just dividing us into black and white Americans. Enough. Stop.

**Fields, Debbie**

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**From:** reporting@cityofmadison.com  
**Sent:** Friday, July 7, 2023 11:44 PM  
**To:** All Alders  
**Subject:** [All Alders] Juneteenth

**Recipient:** All Alders

**Name:** Justin Masuga

**Address:** 1809 Fremont Avenue, Madison, Wi 53704

**Would you like us to contact you?** No, do not contact me

**Message:**

I Support Juneteenth as a Paid Holiday for ALL!



**Fields, Debbie**

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**From:** smnossal@gmail.com  
**Sent:** Tuesday, July 11, 2023 5:22 PM  
**To:** All Alders  
**Subject:** [All Alders] Juneteenth resolution

**Recipient:** All Alders

**Name:** Susan Nossal  
**Address:** 1105 Haywood Drive, Apt. 1, , Madison, WI 53715  
**Email:** smnossal@gmail.com

**Would you like us to contact you?** Yes, by email

**Message:**

Greetings, I hope you are doing well. I am writing to urge you to support the Juneteenth resolution. Thank you.

**Fields, Debbie**

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**From:** rnovkov@gmail.com  
**Sent:** Monday, July 10, 2023 11:16 PM  
**To:** All Alders  
**Subject:** [All Alders] Juneteenth

**Recipient:** All Alders

**Name:** Russell Novkov  
**Address:** 602 Sawyer Terrace 308#, Madison, WI 53705  
**Email:** rnovkov@gmail.com

**Would you like us to contact you?** Yes, by email

**Message:**

Dear All Alders:

I would like to see Juneteenth as a city holiday,

Sincerely,

Russell J. Novkov

**Fields, Debbie**

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**From:** reporting@cityofmadison.com  
**Sent:** Tuesday, July 11, 2023 12:48 PM  
**To:** All Alders  
**Subject:** [All Alders] UW Health Juneteenth resolution

**Recipient:** All Alders

**Name:** Zach Perz  
**Address:** 468 Meander Wood Rd., Oregon, WI 53575

**Would you like us to contact you?** No, do not contact me

**Message:**

As a UW Health RN I'd just like to voice my support for this. As awareness of what this holiday means spreads it seems clear to me as someone who has always loved the 4th of July that these are two sides of the same coin. One was a promise made, one is the promise kept. They both deserve to be part of the celebration of America's legacy.

## Fields, Debbie

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**From:** kaarinapowell@yahoo.com  
**Sent:** Monday, July 10, 2023 9:06 PM  
**To:** All Alders  
**Subject:** [All Alders] UW Health Juneteenth resolution

**Recipient:** All Alders

**Name:** Kaarina Powell  
**Address:** 4829 Sheboygan Ave, Apt 104, Madison, WI 53705  
**Email:** kaarinapowell@yahoo.com

**Would you like us to contact you?** No, do not contact me

### Message:

Juneteenth marks the official ending of slavery in the United States. As a mixed black, American and a descendant of slaves, myself and other Americans deserve to have this day off in order to remember, and reflect on that history. For me in particular, I reflect on generational trauma, abuse and the work my family has done to heal and connect. Unfortunately, not everyone who celebrates this day is able to get the day of work off. This happened to me this year I had requested the day off almost 9 months in advance. I was not able to take the day to celebrate and reflect. There are many other holidays that allow Americans to reflect and celebrate. Juneteenth should be on that list as well. In addition, recognizing the holiday shows UW Health's commitment to diversity, equity and inclusion.

## Fields, Debbie

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**From:** wrowe@uwhealth.org  
**Sent:** Tuesday, July 11, 2023 5:00 PM  
**To:** All Alders  
**Subject:** [All Alders] Juneteenth Holiday pay at UW Hospitals and clinics

**Recipient:** All Alders

**Name:** William Rowe  
**Address:** 2742 Commercial ave, Madison , Wi 53704  
**Phone:** 608-279-6330  
**Email:** wrowe@uwhealth.org

**Would you like us to contact you?** Yes, by email

### Message:

University of Wisconsin Hospital management pays a great deal of lip service re respect for people of color. They make this claim both in terms of how the institution would like us to treat our patients of color but also how they would want us to treat our employees of color- this apparently does not extend to the institution itself. UW hospital management's unwillingness to recognize Juneteenth by authorizing time and a half pay for our newest federal Holliday is not only embarrassing but in light of our many black employees who will not receive that holiday pay, shows their lack of interest in doing something meaningful for their employee of color. Indeed, this pretty much puts the lie to their claims of racial sensitivityat least where profit is concerned.

## Fields, Debbie

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**From:** jcberghuis@gmail.com  
**Sent:** Monday, July 10, 2023 6:47 PM  
**To:** All Alders  
**Subject:** [All Alders] UW Health Juneteenth resolution

**Recipient:** All Alders

**Name:** Jaclyn Ryan  
**Address:** 4744 County Road F, Black Earth, WI 53515  
**Email:** jcberghuis@gmail.com

**Would you like us to contact you?** Yes, by email

### Message:

My name is Jaclyn and I'm a UW nurse. UW Health draws people from all over the country to work in Madison and Dane County. They are in a powerful position to set the tone for how large employers respond to cultural change. Many non-Black Americans knew nothing about the cultural importance of June 19th and what it means to Black Americans until a couple years ago, myself included. In just a few short years, people like myself have learned what a basic inequity it is to celebrate an Independence Day that does not celebrate the liberation of all Americans. Many employers have taken this to heart and made changes that reflect their values. UW Health has not. It reflects poorly on us as UW employees and on Madison & Dane County to have such a large employer that continually refuses to make a needed change. Without actually recognizing Juneteenth as a paid holiday, UW's commitment to equity rings hollow and superficial. Recognizing the holiday would demonstrate a real commitment to their Black staff and patient populations.

## Fields, Debbie

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**From:** zach.sielaff@gmail.com  
**Sent:** Tuesday, July 11, 2023 2:18 PM  
**To:** All Alders  
**Subject:** [All Alders] Recognizing Juneteenth at UW Hospital

**Recipient:** All Alders

**Name:** Zachary Sielaff  
**Address:** 1113 Elizabeth Street , Madison, WI 53703  
**Phone:** 608-347-9386  
**Email:** zach.sielaff@gmail.com

**Would you like us to contact you?** No, do not contact me

### Message:

Dear Alders,

I write in support of the effort to get UW Hospital to recognize Juneteenth as a holiday. With federal recognition now in place, the time is long past for the hospital to recognize this important holiday, which commemorates the liberation of slaves at the end of the civil war. I hope you will keep up the pressure in order to provoke the hospital to action, thank you for your time.

**Fields, Debbie**

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**From:** reporting@cityofmadison.com  
**Sent:** Tuesday, July 11, 2023 8:46 AM  
**To:** All Alders  
**Subject:** [All Alders] Juneteenth

**Recipient:** All Alders

**Name:** Shari Signer  
**Address:** 1630 Cypress Tr, Middleton, wi 53562

**Would you like us to contact you?** No, do not contact me

**Message:**

I work until 8:00 pm and cannot make it to the meeting today. I wanted to write in support for making Juneteenth an official paid holiday for all employees. I am a nurse at UW and I strongly feel that administration should make Juneteenth an official holiday to continue working towards their goal and motto of being an inclusive environment that respects everyone



**Fields, Debbie**

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**From:** 2014altrn@gmail.com  
**Sent:** Saturday, July 8, 2023 3:30 AM  
**To:** All Alders  
**Subject:** [All Alders] Juneteenth Holiday recognition as a National Holiday

**Recipient:** All Alders

**Name:** Ann Louise Tetreault  
**Address:** 30 Rough Lee Ct, Madison , WI 53705  
**Phone:** 608-219-8187  
**Email:** 2014altrn@gmail.com

**Would you like us to contact you?** Yes, by email

**Message:**

I am registering in favor of the bill.

**Fields, Debbie**

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**From:** ericjohntheis123@gmail.com  
**Sent:** Friday, July 7, 2023 7:07 PM  
**To:** All Alders  
**Subject:** [All Alders] Juneteenth Paid Holiday

**Recipient:** All Alders

**Name:** Eric Theis  
**Address:** 3902 Paus Street, Madison, WI 53714  
**Email:** ericjohntheis123@gmail.com

**Would you like us to contact you?** No, do not contact me

**Message:**

Please recognize this important holiday.

## Fields, Debbie

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**From:** reporting@cityofmadison.com  
**Sent:** Monday, July 10, 2023 9:19 PM  
**To:** All Alders  
**Subject:** [All Alders] UW Health Juneteenth Resolution

**Recipient:** All Alders

**Name:** Carrie Theys  
**Address:** 1541 Sawyer Rd, Stoughton, WI 53589

**Would you like us to contact you?** No, do not contact me

### Message:

My name is \_\_\_ and I'm a UW nurse in a unit description. UW Health draws people from all over the country to work in Madison and Dane County. They are in a powerful position to set the tone for how large employers respond to cultural change. Many non-Black Americans knew nothing about the cultural importance of June 19th and what it means to Black Americans until a couple years ago, myself included. In just a few short years, people like myself have learned what a basic inequity it is to celebrate an Independence Day that does not celebrate the liberation of all Americans. Many employers have taken this to heart and made changes that reflect their values UW Health has not. It reflects poorly on us as UW employees and on Madison & Dane County to have such a large employer that continually refuses to make needed change.

**Fields, Debbie**

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**From:** reporting@cityofmadison.com  
**Sent:** Monday, July 10, 2023 9:25 PM  
**To:** All Alders  
**Subject:** [All Alders] UW Health Juneteenth resolution

**Recipient:** All Alders

**Name:** Hannah Tymorek  
**Address:** 2715 Marshall Court, Apt 412, Madison, WI 53705

**Would you like us to contact you?** No, do not contact me

**Message:**

Please support the UW Health Juneteenth resolution. We need to ensure that our workplaces are welcoming, inclusive, equitable and respectful for all. We know that when the workforce reflects our community, we can provide the best quality services and make progress toward racial justice. With the history of slavery in our country, Juneteenth is extremely important for all to recognize in order to help rectify our past of segregation and promote the unity of our country.

**Fields, Debbie**

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**From:** giselle1025@gmail.com  
**Sent:** Monday, July 10, 2023 9:00 PM  
**To:** All Alders  
**Subject:** [All Alders] UW Health Juneteenth resolution

**Recipient:** All Alders

**Name:** Giselle Vu  
**Address:** 6618 Gettysburg Dr., Madison, WI 53705  
**Email:** giselle1025@gmail.com

**Would you like us to contact you?** No, do not contact me

**Message:**

Actions speak louder than words. In the interest of DEI, or Diversity, Equality, and Inclusivity, which UW Health so proudly claims to support, UW needs to recognize Juneteenth. Recognizing the holiday would demonstrate a real commitment to our Black staff and patient populations. I urge the Common Council to pass this resolution and have UW Health do the right thing.

**Fields, Debbie**

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**From:** trappedinink@gmail.com  
**Sent:** Saturday, July 8, 2023 6:23 PM  
**To:** All Alders  
**Subject:** [All Alders] Juneteenth resolution

**Recipient:** All Alders

**Name:** Jacob Winkler  
**Address:** 2730 Union St, Madison, WI 53704  
**Email:** trappedinink@gmail.com

**Would you like us to contact you?** No, do not contact me

**Message:**

I support making it a paid holiday

## Fields, Debbie

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**From:** ameliajz@yahoo.com  
**Sent:** Tuesday, July 11, 2023 12:28 PM  
**To:** All Alders  
**Subject:** [All Alders] Juneteenth

**Recipient:** All Alders

**Name:** Amelia Zepnick  
**Address:** 4902 Marvin Ave, MADISON, WI 53711  
**Email:** ameliajz@yahoo.com

**Would you like us to contact you?** Yes, by email

### Message:

My name is Amelia Zepnick and I'm a general care float nurse at UW hospital. UW Health draws people from all over the country to work in Madison and Dane County. They are in a powerful position to set the tone for how large employers respond to cultural change. Many non-Black Americans knew nothing about the cultural importance of June 19th and what it means to Black Americans until a couple years ago, myself included. In just a few short years, people like myself have learned what a basic inequity it is to celebrate an Independence Day that does not celebrate the liberation of all Americans. Many employers have taken this to heart and made changes that reflect their values UW Health has not. It reflects poorly on us as UW employees and on Madison & Dane County community to have such a large employer that continually refuses to make needed changes to demonstrate its dedication to all our community members. As the parent of a small child I want Dane County to be a community that leads the way for inclusiveness and celebrates the freedom of all Americans, not one that clings to the ignorance of the past. Please help us make this needed change.

## **Fields, Debbie**

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**From:** bgzipperer@gmail.com  
**Sent:** Tuesday, July 11, 2023 4:26 PM  
**To:** All Alders  
**Subject:** [All Alders] Juneteenth as Paid Holiday

**Recipient:** All Alders

**Name:** Bert Zipperer  
**Address:** 107 Sutherland Court, Unit #101, Madison, WI 53704  
**Phone:** 608-556-5355  
**Email:** bgzipperer@gmail.com

**Would you like us to contact you?** Yes, by email

### **Message:**

As a retired union member here in Madison, I support making Juneteenth a paid holiday thus making it an honored day.

To create a holiday with no time off or with no paid time off is disrespectful. What kind of a holiday is THAT? Do the right thing Juneteenth as a paid holiday!