

Lee, Chris

From: Dimitrijevic, Marina
Sent: Tuesday, February 1, 2022 10:59 AM
To: Lee, Chris
Cc: Rodriguez, Alicia
Subject: Re: Add to FP file: Parental Leave Proposal

Chris, on these emails for the file, the constituent requests that we note in the file that her personal opinions are shared as a constituent and employee, and that she is not speaking for the Information Technology and Management Division.

Sign up for my Aldermanic District 14 monthly e-newsletter and other updates at <https://city.milwaukee.gov/enotify>



Marina Dimitrijevic
Alderwoman | 14th District
She/Her/Hers/Ella
Hablo Español
p: [\(414\) 286-3769](tel:4142863769)
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From: Dimitrijevic, Marina <Marina@milwaukee.gov>
Sent: Tuesday, February 1, 2022 10:28 AM
To: Lee, Chris <clee@milwaukee.gov>
Cc: Rodriguez, Alicia <Alicia.Rodriguez@milwaukee.gov>
Subject: Add to FP file: Parental Leave Proposal

Good morning,

Ms. Rodriguez would like to speak at committee tomorrow. Would you please attach her second letter below to the file and share the go to meeting link with her?

Sincerely,

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From: Rodriguez, Alicia <Alicia.Rodriguez@milwaukee.gov>
Sent: Tuesday, February 1, 2022 10:12 AM
To: Dimitrijevic, Marina <Marina@milwaukee.gov>
Subject: Re: Parental Leave Proposal

Hi,

I wanted to voice my personal experience in relation to the parental leave ordinance.

I was diagnosed with covid once in 2020 and again on Jan 7th of 2022. The first time I had covid I was a single parent and I was able to use my sick leave to take the necessary time off to heal and take care of my son. The second and most recent time I was approximately 20 weeks pregnant and my symptoms were severe. I choose to work through it because I desperately need my sick time for my "maternity leave". I felt like I was forced to make a decision between taking care of the health of myself and my unborn child and having the ability to heal, bond with my child and provide for my family once my child is born. I feel that there are too many people who have had to make this choice and it's not right.

I was blessed to recover from covid while working from home. I can't imagine being pregnant and holding a position where working from home is not an option. I was surprised that the existence of covid was not brought into the discussion at the finance and personnel committee.

Pregnant women get covid too

Thank you,

Alicia Rodriguez
IT Project Coordinator | City of Milwaukee | DOA-ITMD
Phone 414.286.3998 | afugat@milwaukee.gov | data.milwaukee.gov

Lee, Chris

From: Dimitrijevic, Marina
Sent: Tuesday, February 1, 2022 10:24 AM
To: Lee, Chris
Subject: For file on Parental Leave Proposal

Please add below to file.

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From: Rodriguez, Alicia <Alicia.Rodriguez@milwaukee.gov>
Sent: Tuesday, November 16, 2021 11:41 AM
To: Dimitrijevic, Marina <Marina@milwaukee.gov>
Subject: Parental Leave Proposal

Marina,

I have been working for the City of Milwaukee since November of 2017, I'm just a few days shy of my 4 year anniversary. In my four years of working for the City I never researched The City's "maternity leave policy" until I found out I was expecting. Once I did I was a little shocked to find out that the employer who has thus far offered so much stability and opportunity to me did not offer any kind of maternity leave. I will admit ignorance on my part for not doing more research prior to my husband's and my decision to have another child.

As of right now, if I don't use any sick or vacation time and if I barrow future vacation time I will have about 5 weeks paid time off to heal from childbirth and to bond with my newborn. If I use FMLA I am allowed 12 weeks off which I would love to take to heal and bond with my baby but the majority of it will go unpaid. I am also the "breadwinner" in my home. My husband will work as much as he can but he will need my help to provide for our family.

As I mentioned, I also have 2 other children who may get sick. If I have to use all of my sick time for my newborn, I will have nothing left. Not to mention the need for their emotional support and attention once a new baby enters the home. It's all a little overwhelming but I am choosing to place my faith in God and trust that he will make a way as he always has. I'll admit that I have not even prayed about

these concerns of mine but have been an emotional wreck lately between life's pressures and soaring hormones and I would like to think that maybe he is already doing a work for me and so many other families in need.

I'm writing this email to you with tears in my eyes because I just read a news article about your proposal for paid parental leave. Something I never thought to even be a possibility for me may be within reach. This would be life changing for my family and I if it is passed. I keep reading the article over and over because it bring me so much joy and so much hope. I think my favorite line in the whole article is, "The Program would being April 1", because I am due May 22nd.

I wanted to write you this email to express my and my husband's deepest gratitude to you for proposing this, from the bottom of our hearts, Thank you!

Alicia Rodriguez

IT Project Coordinator | City of Milwaukee | DOA-ITMD

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