



Hawks  
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ATTORNEYS AT LAW

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April 27, 2021

Alderman Murphy, Chair, Finance & Personnel Committee

*via email at [mmurph@milwaukee.gov](mailto:mmurph@milwaukee.gov)*

Alderman Spiker, Vice Chair, Finance & Personnel Committee

*via email at [Scott.Spiker@milwaukee.gov](mailto:Scott.Spiker@milwaukee.gov)*

Alderwoman Coggs, Member, Finance & Personnel Committee

*via email at [mcoggs@milwaukee.gov](mailto:mcoggs@milwaukee.gov)*

Alderman Kovac, Member, Finance & Personnel Committee

*via email at [nkovac@milwaukee.gov](mailto:nkovac@milwaukee.gov)*

Alderwoman Zamarripa, Member, Finance & Personnel Committee

*via email at [JoCasta.Zamarripa@milwaukee.gov](mailto:JoCasta.Zamarripa@milwaukee.gov)*

Re: April 28, 2021 Finance & Personnel Committee Meeting,  
Item No. 17, File No. 201707: Substitute resolution directing the  
Department of Employee Relations to prepare recommendations to the  
Common Council intended to ensure that all City elected officials are  
governed by City policies regulating sexual harassment and other forms of  
intimidation.

Dear Alderman Murphy, Alderman Spiker, Alderwoman Coggs, Alderman Kovac and  
Alderwoman Zamarripa,

The Association of Municipal Attorneys of Milwaukee (“Association”), an  
association of Assistant City Attorneys in the Milwaukee City Attorney’s Office, has  
retained Hawks Quindel, S.C. with regard to the Association’s ongoing concerns about  
the work environment in the City Attorney’s office.

The Association supports the rights of its members to work in an environment  
free of any harassment or discrimination on the basis of race, gender, or any other  
protected status, and specifically supports the equal treatment of women in the  
workplace. The Association supports the rights of its members to be free from  
retaliation for participation in a lawful workplace discrimination investigation. The  
Association further urges the City of Milwaukee to ensure that all City employees are  
protected from a hostile or retaliative work environment, as required by law. The  
Association invites the proper City officials to begin a dialog with the Association to  
identify how this may be accomplished.

The Association is pleased to see that the Common Council’s Finance and  
Personnel Committee has included on its agenda for April 28, 2021 the matter of  
requesting that the Department of Employee Relations prepare recommendations

intended to ensure that all City elected officials are governed by City policies regarding sexual harassment and other forms of intimidation.

All employees in the City Attorney's Office must be treated equally and with respect, regardless of sex or any other protected characteristic. By providing this letter, the Association and its members are engaging in protected concerted activity under Wisconsin Statutes Section 111.70(2).

Sincerely,  
HAWKS QUINDEL, S.C.

A handwritten signature in cursive script, appearing to read "Summer H. Murshid".

Summer H. Murshid  
Timothy E. Hawks  
Attorneys for the Association

cc: Jim Owczarski, Milwaukee County City Clerk, *via email at*  
*jowcza@milwaukee.gov*