

Moore, Deborah

From: Coggs, Milele
Sent: Wednesday, December 06, 2017 8:03 PM
To: Owczarski, Jim
Cc: Hamilton, Ashanti; Stamper II, Russell; Dantzler, Akuwa
Subject: Fwd: Alderwoman Coggs

Dear Jim,

I received the attached e-mail this evening, is it possible to locate the IP address? (Ultimately I would like to find out if Kevin Paul is an actual person.) I would also like to block him from my e-mail. Other members may have received similar emails.

Thanks in advance.

Peace,
Ald. Coggs

Sent from my iPhone

Begin forwarded message:

From: Kevin Paul <outlook_103E20799FED6CC7@outlook.com>
Date: December 6, 2017 at 5:17:04 PM CST
To: "mcoggs@milwaukee.gov" <mcoggs@milwaukee.gov>
Subject: Alderwoman Coggs

You colored folks in government should just shut the fuck up. Whitey is starting to arm up because all your little nigga chillen are robbing and killing. Does the name Ziggy ring a bell? You folks should have been shipped back from where you came when you were freed.

Moore, Deborah

From: Coggs, Milele
Sent: Tuesday, December 12, 2017 6:13 AM
To: Owczarski, Jim
Cc: Curley, Patrick; Dantzler, Akuwa; Stamper II, Russell; Hamilton, Ashanti
Subject: Fwd: Dear Alderwoman Coggs

Jim,

I have received another e-mail from "Kevin Paul." Please move forward with both of the methods of blocking you told me about.

Thank you.

Peace,
Ald. Coggs

Sent from my iPhone

Begin forwarded message:

From: Kevin Paul <outlook_103E20799FED6CC7@outlook.com>
Date: December 11, 2017 at 9:51:20 PM CST
To: "mcoggs@milwaukee.gov" <mcoggs@milwaukee.gov>
Subject: Dear Alderwoman Coggs

I have to apologize again for my hurtful words. I have such guilt inside of me that will not go away for a long time to come. I can't look people in the eye, I feel so bad. The words were fueled by alcohol and my being upset by the incident at the grocery store when the colored young person almost ran me over. The daily crime doesn't help me either. I wish society ran better. Again, I'm so sorry. Please share this mail with Mr. Stamper. Kevin.

Sent from [Mail](#) for Windows 10

American Sewer Services, Inc.

Public Works Contractor

N2768 County Road P
Rubicon, WI 53078

Phone: (262) 673-3100
Fax: (262) 673-4300

Mayor Tom Barrett

Mayor, City of Milwaukee

Alderman Ashanti Hamilton

President, Milwaukee Common Council

December 11, 2017

Dear Mayor Barrett and President Hamilton:

Recently there have been two disturbing incidents within the City of Milwaukee that have involved employees of American Sewer Services, Inc.

First and foremost, I want you to know that I share the outrage expressed by city leaders over the disturbing display of hate speech that was exhibited by one of my employees. His actions and beliefs in no way represent the feelings of American Sewer Services nor our diverse group of employees. I want to assure you that the offending employee was immediately dismissed because of his inappropriate actions. We are in the process of updating our internal policies so that we may stop any reoccurrence. As well, we look forward to working with appropriate city staff or community organizations so that our employees show the appropriate respect for the neighborhoods in which we work.

In addition, there was recently incident in which employees of American Sewer Services, Inc. were shown legally carrying handguns on a city job site. We're acutely aware of the message this sends and regret that those actions might mislead the public about the positive attributes in some of the neighborhoods in which we work. Disciplinary action has been taken against the three employees involved, with the employee who brandished his weapon being terminated. We are also looking to craft and adopt a company policy that dictates where and when an employee can possess a firearm.

American Sewer Services, Inc. has been doing good work for the City of Milwaukee for the past 30 years. In that time, we have had few, if any incidents or complaints about the quality of our work or the way in which our employees conduct themselves. While serious, these recent incidents are the exception and not the rule. We have diligently complied with the city's RPP policies and regularly work with the unions who represent our employees to help diversify our work force. We hope to continue our partnership with Milwaukee in a way that allows us to once again earn your trust and work together to rectify the issues that have been exposed for the betterment of city contractors and city residents alike.

I am available at your convenience to discuss these matters. Thank you for the opportunity to address these matters.

Dennis Biondich

Owner, American Sewer Services, Inc.



Wisconsin
Laborers'
District Council

LIUNA!

December 12, 2017

President Ashanti Hamilton
Milwaukee Common Council
200 E. Wells Street, Room 205
Milwaukee, WI 53202

Dear President Hamilton,

On behalf of the Wisconsin Laborers' District Council, I am writing to you regarding the recent situations involving American Sewer Services workers in the City of Milwaukee.

The Wisconsin Laborers' District Council unequivocally denounces and condemns the hateful speech and displays that have recently occurred, and these actions should never occur in the City of Milwaukee or any other community in Wisconsin for that matter.

American Sewer Services has been a signatory contractor with the Wisconsin Laborers for over 30 years, where we have had a strong and productive working relationship working with this contractor. We support the steps that American Sewer Services are taking to review and update their company policies, and we will work with them as well as our other signatory contractors to promote that all workplaces are safe for workers and the surrounding community.

Sincerely,

John Schmitt
President/Business Manager
Wisconsin Laborers' District Council

cc: Alderman Robert Bauman, Steering & Rules Committee
cc: Alderman Jim Bohl, Steering & Rules Committee
cc: Alderman Mark Borkowski, Steering & Rules Committee
cc: Alderwoman Milele Coggs, Steering & Rules Committee
cc: Alderman Robert Donovan, Steering & Rules Committee
cc: Alderman Russell Stamper, Steering & Rules Committee
cc: Alderman Tony Zielinski, Steering & Rules Committee

Moore, Deborah

From: Bobbie Mckay <bobbiemckay@yahoo.com>
Sent: Tuesday, December 12, 2017 11:39 AM
To: Hamilton, Ashanti
Subject: Why is the majority of contract work in our community being done by people who do not look like us?

Follow Up Flag: Follow up
Flag Status: Flagged

Many years ago O.C. White, a former radio host, said that a crew of people who look like us would not be allowed to work outside our community without police presence. Saying that, at A.O. Smith I worked with a guy from Sussex who told me that when his neighbor worked in our community, which he referred to as "Nigger Town" a porch monkey had the nerve to ask for a job.

My question is why aren't the people who live in our community making the good living from our tax dollars instead of paying companies who hire people who do not respect us and take our tax dollars out of our community?

I think a better effort should be made to make sure these companies are vetted for diversity before the contracts are awarded. I am looking forward to your response.

Thank you.



International Union Of Operating Engineers

★ ★ ★ Local 139 ★ ★ ★

Providing a Skilled Workforce for Wisconsin's Future

N27 W23233 Roundy Drive • P.O. Box 130 • Pewaukee, WI 53072

Phone: (262) 896-0139 • Fax (262) 896-0758

www.iuoe139.org

Terrance E. McGowan

President / Business Manager
General Vice President

December 13, 2017

VIA E-MAIL (ahamil@milwaukee.gov)

(also sent via regular mail)

President Ashanti Hamilton
Milwaukee Common Council
200 East Wells Street, Room 205
Milwaukee, WI 53202

Re: American Sewer Services

Dear President Hamilton:

Please be advised that I am the President/Business Manager for the International Union of Operating Engineers, Local 139, AFL-CIO which is Wisconsin's largest building trades union representing nearly ten thousand operating engineers and other employees throughout the State of Wisconsin, including over two thousand members who live and work in the greater Milwaukee area. One of Local 139's founding principles, as set forth in our By-Laws, is to unite all workers "without regard for age, race, creed, gender, color, national origin or religion." As such, Local 139 unequivocally denounces and condemns the hateful speech and displays which have recently occurred on an American Sewer Services' job site within the City of Milwaukee.

American Sewer Services has been signatory with Local 139 for over thirty-five years. Local 139 has a longstanding harmonious working relationship with American Sewer Services employing Local 139's highly skilled operating engineers on their various job sites. As part of that relationship, our collective bargaining agreement with American Sewer Services specifically provides:

The Employer and the Union agree that there will be no discrimination in employment based upon race, color, creed, national origin, sex, or age and that nothing else in this Agreement shall be construed as requiring or permitting such discrimination. The Employer and the Union further agree that each will cooperate with the other in taking such affirmative actions by either or both as are proper and necessary to ensure equality of opportunity in all aspects of employment.

BRANCH OFFICES



Appleton

5191 Abitz Road
Appleton, WI 54914
(920) 739-6378

Eau Claire

1003 S. Hillcrest Parkway
Altoona, WI 54720
(715) 838-0139

Madison

4702 S. Biltmore Lane
Madison, WI 53718
(608) 243-0139

Accordingly, while the employee at issue was not a member of Local 139, Local 139 is confident that American Sewer Services will take the appropriate actions to ensure that all workers on their job sites are working in an environment that is free from unlawful harassment. Moreover, Local 139 will continue its efforts with American Sewer Services, as well as with all of our signatory contractors, to promote safe and harmonious work places throughout the State of Wisconsin.

If you should have any questions, please feel free to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "Terrance E. McGowan". The signature is fluid and cursive, with a large initial "T" and "M".

Terrance E. McGowan
IUOE General Vice President
President/Business Manager, IUOE Local 139

cc: Alderman Robert Bauman, Steering and Rules Committee
Alderman Jim Bohl, Steering and Rules Committee
Alderman Mark Borkowski, Steering and Rules Committee
Alderman Milele Coggs, Steering and Rules Committee
Alderman Robert Donovan, Steering and Rules Committee
Alderman Russell Stamper, Steering and Rules Committee
Alderman Tony Zielinski, Steering and Rules Committee
American Sewer Services