

Piraino, Janet

Subject: FW: Harassment Complaint

From: [REDACTED]
Sent: Monday, October 13, 2008 12:50 PM
To: Cieslewicz, Dave
Cc: Nunez, Lucia; [REDACTED]; Helkkinen, Tom; Studesville, Larry
Subject: Harassment Complaint

Dave,

I was told directly by three people, one of whom over heard just outside an open elevator, that Brad Wirtz is telling people [REDACTED] and I are having sexual relations. The fact that our personal lives are being discussed (and loudly) by the H R. Director is outrageous. Not only is it no concern of his, but it also makes me feel I am being harassed by our Human Resources Director.

This type of behavior is harassment and is prohibited by one or more Mayor's Memorandum(s). This is very serious. I want to know, with a response in writing, why Brad Wirtz not only started this rumor, but is also spreading it. I have never met Brad Wirtz and I don't believe he even knows what I look like.

Thank you for your immediate and appropriate response to this very serious matter.

Sincerely,

[REDACTED]

12/16/2008

Piraino, Janet

From: Phair, Connie on behalf of Cieslewicz, Dave
Sent: Tuesday, December 16, 2008 3:29 PM
To: Piraino, Janet
Subject: FW: Amendment to Harassment Complaint

From: [REDACTED]
Sent: Tuesday, October 14, 2008 9:35 AM
To: Cieslewicz, Dave
Cc: Studesville, Larry; [REDACTED] Nunez, Lucia; Heikkinen, Tom
Subject: Amendment to Harassment Complaint

Dave

It appears the person overheard in the elevator was Larry Nelson and not Brad Wirtz. So I would like to amend this complaint to include Larry Nelson. It seems both of these individuals are engaging in workplace harassment.

I apologize for any confusion.

Sincerely,

[REDACTED]

12/16/2008

Piraino, Janet

From: [REDACTED]
 Sent: Tuesday, November 04, 2008 11:31 AM
 To: Cieslewicz, Dave
 Cc: Cawley, Dennis; Heikkinen, Tom; Nunez, Lucia; [REDACTED]; Piraino, Janet
 Subject: "transfer" of me out of Madison Water Utility
 Attachments: Memo-Mayor Dave Nov 4 2008 doc

Hello Mayor Dave-

Please see the attached memo that involves a recent "transfer" assignment of me over to the City of Engineering Department. I have modified the assignment in ways that will make the assignment work for me, for reasons that you'll see noted in the attached memo and in the e-mail that I sent to Ms. Piraino, Ms. Nunez and [REDACTED] on 10/31/08. To summarize, because of the current investigation underway of Mr. Larry Nelson and Mr. Brad Wirtz of their inappropriate, harassing, discriminatory and slanderous conduct in loud discussions and comments made by them of a sexual nature about myself and [REDACTED], and because myself and [REDACTED] are cited as the victims in the formal sexual harassment and discrimination complaint that has been filed by [REDACTED], I hope you will understand how for the City to quickly "transfer" me out of the Madison Water Utility over to Larry Nelson's department at this time, is in itself harassment.

Further, this move appears very clearly to be an act of retaliation against me for speaking up and opposing discrimination in the work place. That [REDACTED] just met with Ms. Piraino on October 28, 2008 to discuss his sexual harassment and discrimination complaint against Larry Nelson and Brad Wirtz, and then two days later I get an e-mail informing me of a mandatory meeting first thing Friday morning 10/31/08 with Larry Nelson very, very strongly appears to be anything but a coincidence. This "transfer" is not a cost savings idea, as for 1.), that my supervisor knew nothing about the transfer indicates how quickly the idea was thrown together and 2.) MWU continues to hire new staff; if there was truly a cost savings in mind, new staff would not continue to be hired, 3.) Because the project is primarily a research project, lower-ranking engineers with less seniority are available at both the Water and Sewer Utilities for such a project. I was told by Larry Nelson when he decided to change my job for me on May 16, 2008, that I would be involved in interesting water projects, including booster pump station projects and wellhead protection plans. As I note in my memo, I am doing that work now, projects that previously had been farmed out to consultants to do for MWU, and I am my hourly rate is much less.

To now take those interesting projects away from me is very unfair. As you know, I voiced directly to Brad Wirtz how inappropriate, harmful, slanderous, demeaning, malicious, etc. his unprofessional conduct and that of Larry Nelson is. And, I feel I am being punished for that and also because [REDACTED] filed a sexual harassment and discrimination complaint against Larry Nelson and Brad Wirtz. And, this "transfer" move that serves to quickly remove me, [REDACTED] seems a very targeted, sexually discriminating move also. I hope you will understand the many reasons the modifications in the attached memo need to be made to the current "transfer" plan. Thank you in advance for understanding the urgency and sensitive nature of this situation and for ensuring that these changes get implemented immediately. I am home sick today, but hope to be in the office tomorrow and could meet with you and your staff then to discuss this further.

Sincerely,
 [REDACTED]

----- original message -----

From: [REDACTED]
 Sent: Friday, October 31, 2008 4:41 PM
 To: Piraino, Janet
 Cc: Nunez, Lucia; [REDACTED]
 Subject: temporary assignment to City Engineering

Ms. Piraino-

I was asked to be in a meeting this morning with Tom Heikkinen and Larry Nelson, at which I was told that I am temporarily being assigned to work on a project over at the City Engineering Department.

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I explained that the project and work sound fine, but the timing is difficult for me. I discussed that I am currently working on a project that is interesting to me from a professional standpoint, as a water and hydraulics engineer [REDACTED], a first of its sort for MWU, both in approach of assessing the problem, public involvement and alternative analysis, and it is at a point where the report I've written will go before the Water Board and Alder for consideration and further analysis of alternatives. Consequently, I informed Tom and Larry that I would like to remain involved as project manager of the project, though maybe certain work tasks would fall onto other people. Both Tom and Larry seemed agreeable to this, especially because schedules and upcoming consultant involvement would lend itself to my being able to focus on the pipe lining project with [REDACTED], while remaining involved on the [REDACTED] while allowing me to be able to get right back into it once the project with [REDACTED] wraps up, or is at least to the point where she and I would not feel a need to be working in the same location.

And, Tom and Larry were both agreeable to my maintaining of my involvement with the Wisconsin Water Association activities that I am a part of, as well as some ongoing water meetings, such as the managers' and water employee meetings, etc. Larry stated that it would be like when [REDACTED] came to work here, and I know she was able to attend meetings in her own department and stay abreast of her projects and meetings in her own department, while being "stationed" out of MWU. So, all of those point seemed agreeable to Tom and Larry, and I said that I would follow up with a written summary of what was discussed, noting my understanding of the temporary assignment, as well as assigning a target date as a goal to when I could report daily again to my office at MWU, initially citing a 4 or 5-month time frame, knowing that getting the pilot test project constructed would continue to require my involvement, but I should be able to work from my own MWU office.

This temporary assignment for me was not presented as any type of promotion. I think [REDACTED] is a fine person, and I believe working with her on this project will be good thing. Because I am an [REDACTED] trying to get reclassified to an Engineer [REDACTED] I have questions too about having a non-engineer supervisor, as I believe [REDACTED] by City descriptions do report to Engineer [REDACTED]. I have liked working with the new MWU new general manager and so now I am now left wondering why I am being relocated out of the MWU office now, when he is just beginning to set a new course for this department. The people I work with at MWU are people I know, communicate with and many are friends of mine. Because I was not asked about doing this temporary assignment, but instead told that I was to do it, I am feeling as though I am somehow being punished. I know when [REDACTED] came to this department to work, she was asked to do it. From the memo I received, I am not being asked. I see on the memo that I received from Tom Heikkinen and Larry Nelson that you were also copied on the memo, along with Brad Wirtz, the Human Resources Director.

I am told the idea of this temporary assignment did not come from my supervisors. A major part that makes me uncomfortable in this temporary assignment, and a huge component to it that I was not comfortable with in this morning's meeting and am still not comfortable with is that I know that there is a City (internal) investigation underway of several loud comments and open discussions of two City Department Heads; specifically, Larry Nelson and Brad Wirtz, regarding alleged ongoing sexual relations between myself and [REDACTED]. Why these men felt/feel such conduct of themselves in their high-ranking City positions is acceptable, is just one of many, many questions I have. To Brad Wirtz directly, I have already voiced how upsetting, harmful and demeaning such inappropriate, harassing and slanderous activity is to me. I know that [REDACTED] has already filed a formal discrimination and sexual harassment complaint with the City. Obviously, this morning's meeting was very uncomfortable for me, in that I am being told by the Water Utility General Manager and by Larry Nelson himself that I have to now go report to Larry Nelson's Department. I am having a very hard time trying to understand how the mayor's office would find it appropriate that during an ongoing discrimination and sexual harassment complaint investigation of two City Department Heads, that one of the victims cited in the complaint would be suddenly transferred out of her department to now report directly to the department of the director that the complaint has been filed against. I feel that I am being punished as a result of [REDACTED] filing his discrimination and sexual harassment complaint.

I have not asked for such a transfer assignment. I have asked all along to be treated with respect, equity and professionalism. To date, I do not feel that the City is trying to treat me in these ways. I do feel that I have the construction, design and educational and technical research experience to tackle such a project. I could view the project assignment as a new opportunity, if it didn't involve such strange timing, and a relocation to working under an operations manager for an indefinite amount of time. I want to remain current with the water supply industry, as I have been a [REDACTED] in the water supply industry for many years. I enjoy my work at the Water Utility, as I enjoy the people that I work with. To suddenly be uprooted from work I am actively engaged in is unsettling. I am looking for your assistance in this matter, as I feel I am being targeted as the result of a legitimate complaint of a sexual nature, filed against two City Department Heads. Also, I was not asked if I wanted to undertake such a new project, rather I was told I don't have a choice. It has been presented to me as a project without any job reclassification opportunity, an issue that, to date, I have been trying to overcome within my department. I do not see how this temporary assignment helps me work toward a higher job reclassification at MWU. I want to ensure that it does not serve to cut me out of the loop on MWU projects. In light of the fact that there is a [REDACTED] eligible for retirement, I do not see this as a good time for me to not be cut out of, or not current on MWU projects.

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Can you please provide me with information about how other temporary assignments in other departments have been handled (I only know of [REDACTED] as described above) Can perhaps you and I meet, along with Lucia Nunez and [REDACTED] to perhaps write up a modified temporary assignment that may help to lessen the uncomfortable burden that I am feeling related to this temporary assignment idea?

Thank you-

12/16/2008