



ASSOCIATION  
FOR  
WOMEN LAWYERS

# In Motion

February 2015

## Upcoming AWL Meetings & Special Events

### Moms in the Bar

*Barbara Ali, local author*

Monday, February 16

Noon-1:30 p.m.

Quarles & Brady,

411 E. Wisconsin Ave., Ste 2400

### unWINEd

Thursday, February 26

7:30-9 p.m.

Home of Nancy Shue

14555 W. Park Ave., New Berlin

### Women Judges' Night

*Keynote speaker:*

*Hon. Patricia Gorence*

Wednesday, April 1

5-8:30 p.m.

Hilton Milwaukee City Center

509 W. Wisconsin Ave.

### Wine Tasting & Leadership Networking Reception

Thursday, April 16

6-9 p.m.

The Ruby Tap

1341 Wauwatosa Ave.

sponsored by *Gramann Reporting*

Full calendar available on our [website](#).



## Annual Mentoring Events

Our annual mentoring events will include a Mentoring Workshop for student members at noon on **Tuesday, March 24**, and the Interactive Mentor Forum for all AWL members on **Wednesday, March 25** from 6-8 p.m. Both are held at Marquette University Law School. As always, participation of our members as volunteer mentors makes these events a great success!

### Mentoring Workshop

The Mentoring Workshop begins at noon, includes lunch, and features discussions on how women in the legal profession particularly benefit from mentoring. Speakers share stories and strategies on finding, contacting and responding to mentors and what to expect. They will advise student members how to utilize mentoring at each stage of law school and throughout a legal career.

The workshop is a unique and important opportunity for student members to learn about the benefits of mentoring and is excellent preparation for the main event, the Interactive Mentor Forum ("speed dating" event).

### Interactive Mentor Forum

The Interactive Mentor Forum has been described as "speed dating" because volunteer AWL mentors – in pairs or a small group – are chosen to discuss a particular topic, and students rotate to visit each discussion group. Conversations are brief and the goal is to introduce students to mentors so that participants gain insight in each group and make further contact later based on the students' individual interests.

Members in all practice areas and nontraditional legal careers are strongly encouraged to participate. Please consider being a part of this important event for our student members.

Forum conversation groups cover a wide variety of topics, including work/family balance, opportunities in nontraditional legal careers, practicing in a big firm, marketing and other challenges of solo practitioners and lawyers practicing in small

firms, how to handle career transitions, and rainmaking. There is no obligation for volunteer mentors to follow-up, but the best outcomes are often based on contacts made after the formal event.

### "Rookies" Needed Too

We are also looking for attorneys with less than five years of experience to be partnered with more experienced attorneys during the Interactive Forum.

Your participation as mentors provides a distinct perspective for students, and you will undoubtedly pick up great advice and make connections with other volunteer mentors as well.

All AWL members should please consider participating as a mentor in the Interactive Forum. There is no charge to participate. Starting at 6 p.m., we will have complimentary hors d'oeuvres and a cash bar for cocktail hour. Following brief introductions and instructions for the rotation groups, "speed dating" begins at 6:30.

We will again have some younger attorneys on the Workshop panel and at the Forum. These women successfully used the mentoring tips they got at past events, leading to mentoring relationships. They can speak from experience about what that means in the current legal market.

There is no charge for either event, but pre-registration is requested. AWL student members are invited to attend the Workshop. All members are welcome to participate in the Interactive Forum. Register now!



# What's Going On

## Moms in the Bar

On **Monday, February 16** from noon to 1:30 p.m., the Moms in the Bar Discussion Group will be joined by local author Barbara Ali to discuss her books – *The Milwaukee Bucket List: 101 Real Milwaukee Adventures* and *101 Things to Do in Milwaukee Parks*. The program will be held at Quarles & Brady, 411 E. Wisconsin Ave., Ste 2400 and lunch will be provided. All AWL members are welcome. RSVP by February 9 to [Katie Perhach](#). To be added to the Moms in the Bar email list, contact [Kelly Noyes](#).

## unWINEd

unWINEd with AWL friends and members for this “potluck” wine

event on **Thursday, February 26**. Bring a leftover bottle you haven't uncorked, or pick up something just for the occasion. The theme is Valentine's Wines. It's time to share the love!

unWINEd is a wine tasting of sorts. Relax, see old friends, make new friends, network, and sample something new and tasty. unWINEd is intended to be very casual and economical. Get comfortable in your yoga pants and fuzzy slippers!

unWINEd is hosted by AWL member Nancy Shue. She will serve appetizers so that no one unWINEs on an empty stomach. Allergy warning: The house has cats. RSVP to [Nancy](#) directly. And please unWINEd responsibly.

## Women Judges' Night

For 35 years, we have gathered to recognize the women in our profession who serve on the bench. This year, the event will be held on **Wednesday, April 1** from 5-8:30 p.m. at the Hilton Milwaukee City Center. Our keynote speaker will be Hon. Patricia Gorence, U.S. Magistrate Judge for the Eastern District of Wisconsin. Register [online](#), or contact our [administrator](#) for sponsorship information.

## Wine Tasting and Networking Reception

Relax and enjoy the company of fellow AWL members

and guests, as well as the opportunity to meet current and future State Bar leaders at this unique event on **Thursday, April 16** from 6-9 p.m. Tempt your palate with a variety of wines and hors d'oeuvres. The Ruby Tap (1341 Wauwatosa Ave.) features wine on tap at self service machines, allowing guests to select their perfect pour (from just a tasting to a full glass) from 32 different wines. AWL members pay \$15 each; non-members and guests may attend for \$20 per person. Register [online](#).

## Estate Planning Discussion Group

Jessica Liebau of Willms, S.C. will discuss “Exploring Capacity”  
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By Kristen N. Nelson

Mary Ann McCarthy's journey to becoming an attorney

involves her mother, the Internal Revenue Service, and Chicago gangsters. Her mother always wanted one of her five children to become an attorney because Mary's maternal grandfather was an attorney.

As a tax attorney working for the IRS in Washington D.C. and Chicago during the 1930s, Mary's grandfather mostly prosecuted gangsters, a dangerous job for him and his family. Her grandfather passed away when she was four years old, but Mary grew up hearing her mother tell stories of swimming in the White House pool and being escorted to school in Chicago by the Secret Service.

Fulfilling her mother's wish, Mary earned her undergraduate degree in accounting from the University of Wisconsin and went to law school thinking she would become a tax attorney.

After graduating from Marquette University Law School in 1982, during a sluggish economy, Mary went to work for a landlord/tenant attorney. She discovered that she liked this work and it was a good niche. Eventually, Mary became a solo practitioner and has worked for herself ever since. She still focuses on landlord/tenant law, mostly representing landlords. Or, as her mother used to say “my sweet nice daughter kicks people out of their homes.”

Working in an area of law that was dominated by men, and sharing an office space with all men, Mary joined AWL to network with other female attorneys. Through the years, Mary participated in networking events and continuing education classes. She likes that AWL has continued to expand and have more diversity within its membership. Mary believes that AWL has a role for all of its

members, from event attendance to leadership positions.

Practicing law for over thirty years, Mary has seen the approaches of women to this profession change. When she first graduated, she believed women attorneys often felt they had to be better than male attorneys, that they had to work harder. Other attorneys told Mary that she was “too nice” and “not aggressive enough.” It wasn't until 1989, when her close friend from law school was dying from cancer and told Mary not to “stress too much about her dress size or work,” that she put things in perspective. And Mary still follows this advice today.

This perspective, however, does not mean that Mary is taking it easy. She is the former chair of the Milwaukee Young Lawyers Association Landlord/

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# Thoughts from the President

## Choosing Between Your Job and Your Sick Child

Recently, I had to leave work abruptly to take my infant daughter to the doctor. My mom called to tell me that my daughter had vomited six times that morning and had been pulling on her right ear. Since it was Friday, I decided to try to get her in to see the pediatrician before the weekend. My husband was traveling and the only available appointment with her pediatrician was 45 minutes from when I called, so I needed to leave work right away to get her to the doctor on time. I quickly told my supervisor, grabbed some work to take home, and got my daughter to the appointment on time. Luckily (?), she only had the stomach flu.

Hopefully my story seems unremarkable but, sadly, the ease with which I was able to leave work – and care for my sick baby while using paid sick

leave without worrying about getting fired – is quite unusual.

Anecdotally, a member of my extended family recently received a call from her daughter's daycare saying she was sick and needed to be taken home. After my family member told her boss she needed to leave to pick up her sick child, her boss told her that if she left she should not come back. She said she had to get her daughter and she was, in fact, fired.

Statistically speaking, more than forty percent of private sector workers in the United States have no access to paid sick days. Paid sick day legislation, which would require businesses to provide leave when workers or their children are ill, has been introduced (unsuccessfully) each year since 2005 in both the Senate and the House of Representatives.

That said, a 2010 survey, funded by the Rockefeller Foundation, found that more than two-thirds of registered voters (69%) endorse laws to provide paid sick days, and three out of four (76%) endorse laws to provide paid leave for family care and childbirth – 81% of women and 71% of men. Indeed, President Obama's recent announcement directing federal agencies to provide up to six weeks of paid sick leave for parents with a new child brought to the forefront the sad fact that the United States and Papua New Guinea are the only two nations in the world that do not have some form of legally protected, partially paid time off for working women who have just had a baby.

And, not only is paid sick leave and maternity/paternity leave good for employees, but a study of more than



700 firms by the Centre for Economic Performance, a London-based think tank, found that companies with work-life balance policies had higher productivity. Additionally, some research even suggests that it boosts corporate profits.

Simply put, this is not just a “women’s issue.” No employee, male or female, young or old, should have to decide between taking care of him or herself, a sick child, or an ailing family member and losing his or her job.

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## Milwaukee Mediation Center

An estimated 70% of separating or divorcing couples represent themselves in family court proceedings. Some cannot afford to hire a lawyer and others simply do not see the cost/benefit value of hiring lawyers, according to AWL member **Susan A. Hansen**.

Though the out-of-court option of collaborative practice has helped, Hansen says that, too often, family lawyers are still seen as weapons in legal warfare, rather than a resource for education and problem-solving.

Courts are flooded with pro se parties who have little or no

knowledge of legal issues or court process. Many of these parties make decisions without understanding the current and future implications for their children and finances. This often results in regret, anger, and post-judgment litigation.

Hansen and her law partner, Gregory Hildebrand, have created a new alternative: the Milwaukee Mediation Center. There, couples can jointly consult with a lawyer mediator to get information and education about legal issues, the court process, and their range of process options, which include

pro se, mediation, collaborative practice, and traditional lawyer negotiation/litigation. If the couple chooses mediation, the lawyer mediator will help the couple follow a structured step-by-step process to negotiate an agreement and navigate the court system.

Milwaukee Mediation utilizes an interdisciplinary approach when working with families. The lawyer mediator will manage the process and bring in additional professionals as needed for parenting, financial, special needs, tax, and business issues. Referrals for other professional

services – such as financial planning and real estate – will also be provided.

The firm is headquartered in Milwaukee's Third Ward but plans to establish sites throughout southeastern Wisconsin. “We want to give couples a centralized referral network to get education and expertise so they can make healthy and durable decisions for themselves and their families,” says Hansen.

For more information, visit the [Milwaukee Mediation Center website](#).

## What's Going On, cont.

Issues" on **Wednesday, May 20** from noon to 1:30 p.m. at the offices of Godfrey & Kahn S.C., 780 N. Water Street. All AWL members are welcome. This is a brown bag lunch; feel free to bring your meal with you. Please RSVP to [Kelley Daugherty](#).

### AWL Online

AWL is on LinkedIn. To [join](#) our group, use the hotlink or search "groups" for the Association for Women Lawyers and look on the last page of the search results. Connect with your

fellow members and increase your networking possibilities.

For more social media connections, you can also find us on [Facebook](#) and follow us on Twitter [@AWLMKE](#).

And don't forget to visit our [website](#). It's a great place to search for members, register for events, learn about public sector job openings, and more.

### Help Us Find You

If you've recently moved or otherwise changed contact information, please log into your

listing on the [AWL website](#). Updating your details will make it possible for us to keep you informed and for other members to provide accurate referrals. Make the most of your AWL membership by keeping your contact details current!

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### Member News

Longtime AWL member **Charlotte Bleistein** recently celebrated her 100th birthday (see profile below).

**Jennifer Allen Schwartz** gave birth to daughter Maggie Joy on January 20th.

**Mary Wolverton** has been named as a 2015 Leader in the Law, by the *Wisconsin Law Journal*. The awards presentation will be held on March 18th. Details available [online](#).

### Welcome New Members

- **Bridget Domaszek**
- **Kara Higdon Getter**
- **Jessica A. Liebau**  
Willms, S.C.

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If you have an item for member news, send it to [Dana Robb](#). Deadline for the next issue is February 16.

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## Charlotte Bleistein: Celebrating a Centennial

*In celebration of longtime member Charlotte Bleistein's 100th birthday, we are reprinting this profile by Laura Schulteis Kwaterski, which originally ran in the January, 2008 issue of this newsletter*

Charlotte Bleistein wanted to be an archaeologist. "My grandfather was an attorney and a judge in Milwaukee and I didn't know if I wanted to follow in his footsteps," she says. But her grandmother encouraged her to study law. This may not seem unusual today, but this was the 1930s! She explains, "I was encouraged by my grandmother, who often helped her husband, because she said that women needed lawyers on their side."

Charlotte grew up in St. Louis and attended Washington University as an undergraduate. She received a \$1000 scholarship from her high school, which paid for four years of college.

As an undergrad, Charlotte was on the student board and got the board to agree that they would not enforce the rule against women wearing ankle socks. Silk stockings were very expensive and some women could not afford them (though Charlotte says she personally wouldn't have been caught dead in ankle socks). The administration thought that ankle socks were "too sexy" and, by taking up this cause, Charlotte became known as a radical on campus. The ankle sock incident even made the evening papers.

Charlotte attended law school at Washington University and graduated in 1939. There were seven women in the entire law school at that time. As part of her ethics (character and fitness) examination, Charlotte submitted a statement from the Women's Dean at the law school in support of her application. In response to the question regard-

ing whether she had ever heard anyone question Charlotte's ethics, the Dean responded, "Not anyone whom I respect."

After law school, Charlotte wanted to join a firm. However, law firms simply did not hire women in those days. One firm explained that they "wouldn't hire a woman unless she were so ugly she wouldn't have a chance of getting married." It seemed that that the one woman they had hired had married a partner.

After graduation, Charlotte was drawn to newer specialties – labor and administrative law. She went to Washington DC and, after considerable difficulty, landed a job with the National Labor Relations Board. Her salary was \$2000 a year.

Charlotte's first job was as a review attorney. She wanted to receive field assignments, but this proved difficult because it

was claimed that all field cases were decided at midnight in a hotel room with a few drinks.

Eventually the Board relented. One of her first assignments in the field was in Detroit in 1941 for the first election at the Ford plant. Charlotte was not allowed to enter the plant because state troopers felt that they could not adequately protect a woman inside the building. Ironically, a year or so later, war broke out and the *only* people inside the Ford plant were women. Charlotte went on to hold several field positions with the Labor Board in New Orleans, Denver, Los Angeles and Kansas City.

After a brief marriage, Charlotte and her young daughter moved to Milwaukee to start her practice. Her grandfather's ties to the city, the "good Socialist government," (Socialist Frank Zeidler became mayor

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## Milwaukee's Women on the Bench



Thirteen of the fourteen women Circuit Court judges for Milwaukee County gathered in the Courthouse Rotunda recently for photographs of the First Judicial District. The judges (pictured left to right) include Stephanie Rothstein, Clare Fiorenza, Janet Protasiewicz, Jane Carroll, Rebecca Bradley, Laura Gramling Perez, “photo bomb” by Jeff Kremers, Maxine A White, Mel Flanagan, Mary Triggiano, Carolina Stark, Lindsey Grady, Rebecca Dallet, and Mary Kuhnmuench.

Celebrate the 35th anniversary Women Judges’ Night on **Wednesday, April 1** from 5-9 p.m. at the Hilton Milwaukee City Center. Our keynote speaker will be Hon. Patricia Gorence, U.S Magistrate Judge for the Eastern District of Wisconsin. Register [online](#).

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### Bleistein, cont.

in 1948), and excellent court system lured Charlotte back and she was admitted to the Wisconsin bar in 1949. She moved to Greendale and, with the help of an architect friend, literally built her own home – a home that she still lives in today.

As for building her law practice, Charlotte says she was in the right place at the right time. In the late 1940s, Greendale was owned by the federal government. But after President Eisenhower was elected, that changed. He didn’t think government should be involved with rental property and, within a few months, village homes and properties were being sold off. Charlotte got a real estate license and went door to door telling people how they were now going to need insurance for their new homes. She introduced herself as the new lawyer in town, and it worked. She sold fire and life insurance, did income taxes, wills, probates

and whatever else her clients needed. Her reputation spread mostly by word of mouth, and she began to build a general practice handling the various needs of her neighbors.

As her clients aged, their needs changed and Charlotte’s practice changed to accommodate them. She remembers spending a great deal of time in Children’s Court in the 1960s because her client’s children had brushes with the law during the social turmoil of the time. Charlotte served two terms as a trustee on the Village Board in the early 1950s, and was the attorney for the Greendale Youth Commission from 1958 to 1971.

Before public defenders were provided to indigent defendants, a circuit court judge in 1957 founded a voluntary defender program in which attorneys volunteered their time to help those who couldn’t afford a lawyer – fulfilling what was later

established to be a fundamental obligation of the Constitution. Charlotte was one of the first to volunteer her services.

Charlotte believes that the public defender system is one of the most important developments in the legal system. She also points to the trend to specialize as a significant change. At one time, she says, most attorneys were generalists. Now more areas require specialization, given the complexity of the law.

Charlotte has always been active in political and social organizations, including the Women’s International League for Peace and Freedom, National Organization for Women, Amnesty International, the ACLU, and the Socialist Party. She was a long-time friend and political ally of Frank Zeidler.

Charlotte’s daughter currently lives in Greece, and previously lived in both Belgium

and England, and Charlotte has enjoyed visiting her family abroad. She has also traveled to Peru, Guatemala, Japan, China, Puerto Rico, Brazil and France, as well as most of the 50 states. This year, she became a great grandmother.

Although Charlotte isn’t taking new clients, she does keep up with her old clients and comes to work almost everyday to “keep up with her reading.” In a few weeks, she will celebrate her 93rd birthday.

Not suprisingly, Charlotte says that her grandmother was right. There is a place for women attorneys. In fact, many women came to her *because* they felt that they could discuss their problems better with a woman. When asked how they found her, clients would say, “I simply went down the telephone book until I found a woman’s name.”

## Board Candidates Sought

This month, the Nominating Committee for the AWL Board of Directors will review Board candidates for the upcoming fiscal year, which runs from July 1, 2015 to June 30, 2016.

The Board meets monthly, currently at the Italian Community Center from 5:30-7:30 p.m. In addition to enhancing visibility in the legal community, being a Board member is an excellent networking tool and opportunity to apply your leadership skills.

This is a working board with responsibilities for planning and implementation. We have outstanding assistance from our Administrator, Dana Robb, but the ultimate responsibility for the organization lies with the Board of Directors and their assistants.

Criteria for evaluating members to serve (or continue to serve)

on the Board includes:

- Previous involvement in AWL
- Visibility and involvement in the legal community
- Attendance at AWL functions
- Fulfillment of previous AWL and/or Board responsibilities

The Nominating Committee evaluates each candidate based on the above criteria. Deference need not be given to seniority or prior service. Nominations shall be within the sole discretion of the Nominating Committee, and the committee's proceedings shall be confidential. The committee will consider all nominations and present a ballot to members in the April newsletter.

If you'd like to be considered as a candidate or have questions about serving on the Board, please contact AWL President Laura Kwaterski at [laura.kwaterski@usdoj.gov](mailto:laura.kwaterski@usdoj.gov).

## Profile, cont.

Tenant Hotline Committee and a recipient of their Special Services Award. Mary has also taught landlord/tenant law at the Continuing Education Department of Marquette University and holds a Wisconsin real estate broker license. Currently, she is the author of the landlord/tenant law chapter of the *Wisconsin Attorney's Desk Reference*.

Mary is also busy outside of work and the law. She is president of her condominium association board, where she has earned the nickname "the peace maker" because she is able to resolve conflicts among the residents. She also participates in two book clubs, and cheers on the Marquette basketball team or the Green Bay Packers (she and her siblings are season ticket holders). Some of Mary's

fonddest memories involve attending Green Bay Packers games with her Dad.

Though her parents have passed away, Mary and her siblings still get together for dinner every Sunday. She credits her parents with inspiring how she lives. They did not attend college, but they insisted that all five of their children obtain college degrees. Mary's mother taught her that it is important to respect and be nice to everyone, regardless of who they are. Having compassion has helped Mary as a landlord/tenant attorney.

Mary uses her life lessons when giving advice to women just beginning their legal careers. Self-acceptance is important, she says. It is okay to make mistakes. And they should join organizations, including AWL!

## Inside AWL

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## How to Reach Us

Our administrator, Dana Kader Robb, can be reached at 414-750-4404 or [dana@barefoot-marketing.com](mailto:dana@barefoot-marketing.com). Her fax number is 414-255-3615. Please send changes in your contact information directly to her.

If you've changed jobs, won an award, are hosting an event, have committee news or a topic of interest to AWL members, this is your forum. Please submit information to Dana using the above contact details. We reserve the right to edit for length and content. Deadline is the 16th of each month prior to the issue. Newsletters will be in members' hands within the first week of the month.

Visit our Web site at [www.associationforwomenlawyers.org](http://www.associationforwomenlawyers.org).