

## You're invited to the North Central Wisconsin Labor Law Clinic

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| ◆ Friday, July 14, 2017      | ◆ 8:00 a.m. - 3:45 p.m. |
| ◆ Holiday Inn Hotel & Suites | ◆ Rothschild, WI.       |

<b>Agenda &amp; Clinic Topics</b>	8:00 a.m. - Registration / Sign-In 8:30 a.m. - Opening Remarks 8:45 a.m. - " <u>Rapid Response</u> ": Assisting Businesses and Transitioning Workers through <u>Layoffs and Closures</u> <i>Presented by Cindy Kiesling</i> 9:15 a.m. - <u>Demystifying Arrest and Conviction Record in the Wisconsin Fair Employment Law</u> <i>Presented by Matthew White</i> 10:30 a.m. - <i>Break</i> 10:45 a.m. - <u>Protected Leave Laws in Wisconsin</u> <i>Presented by Stephanie Brown</i> 12:00 p.m. - <i>Lunch</i> 12:45 p.m. - <u>Defining Misconduct and Substantial Fault under Wisconsin UI Law</u> <i>Presented by Laura Moore</i> 2:00 p.m. - <i>Break</i> 2:15 p.m. - <u>Enhancing Diversity in the Workplace: Facts, Strategies and Resources</u> <i>Presented by Nick Lampone</i> 3:30 p.m. - <i>Wrap Up</i> 3:45 p.m. - <i>Adjourn</i> <b>\$95.00 per person.</b> Substitutions allowed. Price includes juice, coffee, and bakery items upon arrival, break refreshments, lunch, and presentation handouts.
<b>Site</b>	<b>Holiday Inn Hotel &amp; Suites</b> , 1000 Imperial Ave., Rothschild, WI 54474
<b>Registration</b>	Register online at <a href="http://www.ncwwdb.org">www.ncwwdb.org</a> or complete and return the form below. Seating is limited, and advanced registration is recommended. No discounts allowed for multiple reservations, missed meals, etc. Final date for refunds or cancellations is July 07, 2017. <b>Cancellations not received by July 07, 2017 shall be subject to full payment of the registration fee.</b> Contact <b>North Central Wisconsin Workforce Development Board (NCWWDB)</b> at (715) 204-1640 if you need to confirm your registration or to cancel.

**PLEASE RESERVE \_\_\_\_ SEAT(S) at the North Central Wisconsin Labor Law Clinic at \$95.00 each for a total of \$ \_\_\_\_\_**  
 (Enclose full payment if paying by check or money order.) Make checks payable to: **NCWWDB.**

Name(s): 1) \_\_\_\_\_ Email: \_\_\_\_\_  
 2) \_\_\_\_\_ Email: \_\_\_\_\_  
 3) \_\_\_\_\_ Email: \_\_\_\_\_  
 4) \_\_\_\_\_ Email: \_\_\_\_\_

Company Name: \_\_\_\_\_  
 Street Address (P.O. Box): \_\_\_\_\_  
 City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_ Phone: \_\_\_\_\_

**TO REGISTER:** Register online at [www.ncwwdb.org](http://www.ncwwdb.org) OR mail this form together with payment to NCWWDB, 3118 Post Rd. Ste A., Stevens Point, WI 54481 OR fax to NCWWDB at (715) 204-1649. **(Note: To ensure your registration is accepted, please send payment immediately)**

## CLINIC TOPIC DESCRIPTIONS:

**8:45 a.m. "Rapid Response": Assisting Businesses and Transitioning Workers through Layoffs and Closures** For businesses and dislocated workers, Rapid Response is the entryway to the comprehensive tools and resources of the public workforce system. The North Central Wisconsin Rapid Response team will provide an overview of the available (mostly no-cost) tools and resources for employers and how they can be accessed. Learn how these services can help ease transitions for employers and workers.

**9:15 a.m. Demystifying Arrest and Conviction Record in the Wisconsin Fair Employment Law** **\*\*NEW\*\*** Wisconsin Fair Employment Law's prohibition against discrimination based on arrest record or conviction record can be challenging to follow. This presentation seeks to clarify some of those challenges, and will give the audience a better understanding of the definitions of arrest record and conviction record under Wisconsin employment discrimination law; the statements and questions about arrest and conviction record that are acceptable in job postings and applications; the impact of failure to reveal all convictions on job applications; the substantial relationship, lack of bondability, and Onalaska defenses; exceptions related to specific industries (i.e. educational agencies, caregivers).

**10:45 a.m. Protected Leave Laws in Wisconsin** **\*\*NEW\*\*** Provides an overview of the Wisconsin FMLA and the Bone Marrow Donor Law, including; the nuts and bolts of determining eligibility for leave under the two laws; the duration of leave entitlements under state law; comparison to similar provisions under the federal FMLA and examination of how the laws interact; an overview of the Equal Rights Division's process for adjudicating claims under the FMLA; examples of some common mistakes employees and employers make; discussion of developments relating to the Bone Marrow Donor Law, including any rules, agency interpretations, or cases that emerge.

**12:45p.m. Defining "Misconduct" and "Substantial Fault" under Wisconsin Unemployment Insurance (UI) Law** Identifies the factors considered by UI staff, by the Labor and Industry Review Commission and by the courts to decide whether the actions of an employee amount to "misconduct" or "substantial fault," either of which can result in an employee's disqualification for UI benefits. Covers recent changes in the law, including the new statutory definition of "misconduct" and the entirely new legal standard for "substantial fault" benefit disqualifications.

**2:15 p.m. Enhancing Diversity in the Workplace: Facts, Strategies and Resources** **\*\*NEW\*\*** Learn how to connect to a virtually untapped talent pool through the Division of Vocational Rehabilitation (DVR). Hear information about connecting to DVR talent, enhancing diversity in your business, and increasing connectivity to your customers. Find out about financial incentives and creative strategies to meet your workforce and business needs. This presentation offers opportunity for open discussion about the subject of disability and employment.

### CLINIC PRESENTERS:

**CINDY KIESLING** is the State Director for Labor Education and Training Center and the Director for the North Central Wisconsin Dislocated Worker Program.

**MATTHEW P. WHITE, J.D.** is an Equal Rights Officer for the Equal Rights Division since 2014 where he investigates charges of discrimination in employment, housing, public accommodations, and other areas. Matthew is a 2006 law school graduate from the University of Wisconsin – Madison with a focus in public and private sector labor and employment law.

**STEPHANIE M. BROWN** is an Administrative Law Judge for the Equal Rights Division where she conducts hearings and mediates cases. She formally worked counseling and representing employees in various employment matters, including discrimination cases before the Equal Rights Division, Equal Employment Opportunity Commission and federal courts. Stephanie is a bachelor's degree and law school graduate from Marquette University.

**LAURA MOORE** has worked for the Unemployment Insurance Division since 2001 and is currently an Unemployment Benefit Analyst. Her job includes helping develop laws and policies, training adjudicators, evaluating decisions using state and federal guidelines, providing technical assistance on complex claims, and responding to inquiries from employers, claimants, and the legislature. Laura is a 1997 graduate of University of Wisconsin-Green Bay with a bachelor's degree in human development and in public administration.

**NICK LAMPONE** is the Workforce Development Area (WDA) 10 Director for the Division of Vocational Rehabilitation, which covers Columbia, Dane, Dodge, Jefferson, Marquette and Sauk Counties. He has worked for DVR since 2007. Nick is a 2004 graduate from UW-Green Bay with a bachelor's degree in psychology and a 2005 graduate UW-Madison with a master's degree in rehabilitation psychology.

## IS THIS YOUR FIRST CLINIC?

**THIS DAYLONG CLINIC** will include speakers from the Department of Workforce Development's Divisions of Equal Rights, Vocational Rehabilitation and Unemployment Insurance with detailed information and practical guidance to help employers avoid violating state laws and rules in the topic areas on the clinic agenda. This educational program contains information that will help employers prepare for state agency hearings and other administrative proceedings, if they become necessary.

**YOU'LL ALSO** get the latest information about any recent developments in court cases affecting these topics. You'll have opportunity to ask questions of the experts who administer the laws and programs. Department of Workforce Development literature will be available to help you during and after the clinic with these and other department-administered programs.

**THIS CLINIC IS DESIGNED TO BE OF HELP** to persons needing an initial orientation to these topics or who wish to reconfirm their understanding of the basics. For more information visit <http://dwd.wisconsin.gov/laborlaw>.

DWD is an equal opportunity employer and service provider. If you have a disability and need to access this information in an alternate format, or need it translated to another language, please call 414-438-7713 or 608-232-0824 or TTY 1-888-393-8914 during business hours.