



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

◆ Tuesday, July 31, 2018	◆ 8:00 a.m. - 3:30 p.m.
◆ Holiday Inn Hotel & Suites	◆ Rothschild, WI. 54474

Agenda & Clinic Topics	<p>8:00 a.m. - Registration / Sign-In</p> <p>8:30 a.m. - Opening Remarks</p> <p>8:45 a.m. - <u>Wisconsin's Wage and Hour Laws – Basics & Beyond</u> <i>Presented by Jim Chiolino</i></p> <p>10:00 a.m. - <i>Break</i></p> <p>10:15 a.m. - <u>Enhancing Diversity in the Workplace: Facts, Strategies and Resources</u> <i>Presented by Patti Johnson and Kurt Barikmo</i></p> <p>11:45 a.m. - <i>Lunch</i></p> <p>12:45 p.m. - <u>Strategies to Avoid a Hostile Work Environment</u> <i>Presented by Miranda Lezcano</i></p> <p>1:45 p.m. - <i>Break</i></p> <p>2:00 p.m. - <u>State and Local Workforce Services Targeted to Employers</u> <i>Presented by Derek Heikkinen</i></p> <p>3:15 p.m. - <i>Wrap Up</i></p> <p>3:30p.m. - <i>Adjourn</i></p>
Cost	\$104.00 per person. Substitutions allowed. Price includes juice, coffee, and bakery items upon arrival, break refreshments, lunch, and presentation handouts.
Site	Holiday Inn Hotel & Suites - 1000 Imperial Ave, Rothschild, WI 715-355-1111
Registration	<p>Register online at www.ncwwdb.org or complete and return the form below. Seating is limited, and advanced registration is recommended. No discounts allowed for multiple reservations, missed meals, etc.</p> <p>Final date for refunds or cancellations is July 23, 2018. Cancellations not received by July 23, 2018 shall be subject to full payment of the registration fee.</p> <p>Contact North Central Wisconsin Workforce Development Board at 715-204-1640 if you need to confirm your registration or to cancel. Please keep all the above information for future reference and return only the reservation form below.</p>

PLEASE RESERVE ____ SEAT(S) at the North Central Labor Law Clinic at \$104.00 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 OR mail this form together with payment to NCWWDB, 3118 Post Rd. Ste A, Stevens Point, WI 54481

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CLINIC TOPIC DESCRIPTIONS:

8:45 a.m. Wisconsin's Wage & Hour Laws – Basics and Beyond - Focuses on issues related to overtime, hours of work, wage payment requirements, and minimum wage. This topic also includes discussion of the employment of minors, as well as information on topics such as the Business Closing/Mass Layoff Notification law and the open personnel records law.

10:15 a.m. Enhancing Diversity in the Workplace: Facts, Strategies and Resources 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

12:30p.m. Strategies to Avoid a Hostile Work Environment The workplace has changed dramatically in the last 20 years. Employees' expectations have changed and employers must conform to this shift in workplace atmospheres. Recognizing and preventing hostile work environments is essential for the success of business today. In this session you will learn the definition of a hostile work environment and some tips to avoid this conflict in your workplace.

2:00 p.m. State & Local Workforce Services Targeted to Employers The public workforce system is a valuable resource to support development of human capital which meets the skill demands of business. It provides a myriad of services, including recruitment assistance, customized labor market data, and work-based learning/training options. The North Central Wisconsin Business Solutions Team will discuss available tools – most at no cost to employers. The team will also provide an overview of dislocated worker program services available to businesses that are experiencing labor force reductions.

CLINIC PRESENTERS:

JIM CHIOLINO has worked for the Equal Rights Division since 1991 and has worked with both the Civil Rights Bureau and the Labor Standards Bureau. Jim took a 3-year hiatus from state service and practiced employment law, representing employers. He currently serves as Director of the Civil Rights Bureau, and is the author of the Wisconsin State Bar/Pinnacle publication *Wisconsin Wages and Hours Handbook*.

PATTI JOHNSON is a Program and Policy Analyst with the Division of Vocational Rehabilitation. Working in the private and public sector, she has successfully connected individuals with diverse skills and abilities to businesses that benefit from their talent for thirty years. Patti earned her Master's Degree in Educational Psychology/Rehabilitation Counseling from the University of WI-Milwaukee, is a graduate of the National Rehabilitation Leadership Institute in California, and currently serves as Wisconsin liaison to the National Employment Team (NET), an organization that connects talent to businesses at a national and international level.

KURT C. BARIKMO is a Business Services Consultant for the Division of Vocational Rehabilitation covering the southeast area of Wisconsin. His job includes engagement and strategic business outreach that results in business accessing State of Wisconsin DWD-DVR services and talent. Kurt works in partnership with all agency partners and has been engaged in workforce development since 2010.

MIRANDA LEZCANO is the Director of the Workforce Development Area District 6 and is also the owner of Lezcano Law Office LLC., a law firm specializing in family actions. She served as the Marathon County Assistant Corporation Counsel from 2014-2017 specializing in child support and family actions. She is U of MN Duluth graduate with degrees in Political Science and Spanish, received a law degree from Hamline University School of Law in 2013, and is a licensed attorney in Wisconsin.

DEREK HEIKKINEN is responsible for leading the North Central Wisconsin Workforce Development Board in becoming an employer-responsive workforce training and development system within the nine-county region it serves and is the chief point of contact for business and industry on labor market information and workforce related issues. Derek is also an economic liaison and currently leads the Central Wisconsin Metal Manufacturer's Alliance, Chairs the State Business Services Committee, and is the Vice President of Grow North Regional Economic Development Corporation. He is a UW-Stevens Point graduate with degrees in Communication and Business Administration.

IS THIS YOUR FIRST CLINIC?

THIS DAYLONG CLINIC will include speakers from the Department of Workforce Development's Equal Rights Division and Division of Vocational Rehabilitation, and the North Central Wisconsin Workforce Development Board. The clinic will provide 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. It also is designed for those who have specific questions to ask the speakers about the basic or more complex aspects of the program topics. For more information visit <http://dwd.wisconsin.gov/laborlaw>.