

HERE ARE THE TOPICS TO BE COVERED:

8:45 a.m. “Defining Misconduct Under Wisconsin’s UI Law” Identifies the factors used by UI staff and the courts to define misconduct which can result in a claimant’s disqualification for UI benefits. Covers what is and isn’t a termination for misconduct, including absenteeism, dishonesty, and violation of company rules. Also covers the basic elements which UI considers in its investigation of a discharge issue, what information UI requests from employers and claimants, and their appeal rights.

10:15 a.m. “You Be the UI Judge” Reviews summaries typical of actual, contested UI cases, allowing the audience members to decide how they would rule if they were the Administrative Law Judge. Covers issues such as discharges, quits, suspensions due to physical restrictions, and other miscellaneous specialty areas. Cases prepared and session led by an experienced UI Administrative Law Judge.

12:30 p.m. “Understanding the Principles of The Worker’s Compensation Law” Focuses both on an overview of the key principles underlying the WC system and on practical, useful ideas for employers to implement in handling WC claims. Includes advice on establishing an effective injury reporting process, receiving employee accident reports, communicating with WC insurance carriers, investigating reports of work-related injuries, and steps to follow when presenting evidence on behalf of employers at hearings.

2:00 p.m. “Fair Employment Law Basics” Offers a straightforward look at the basics of the Wisconsin Fair Employment Law (WFEL). Introduces the audience to Wisconsin’s law prohibiting discrimination in employment and serves as a foundation for further discussion. Also addresses topics such as prohibited actions by employers, groups protected under the law, employing individuals with disabilities, on-the-job harassment, dealing with a WFEL complaint, and other concerns which the audience may raise.

HERE ARE YOUR PRESENTERS:

LAURA PARKER has been with the Unemployment Insurance Division since 2001. She worked as an adjudicator and is currently employed by the Division as a Disputed Claims Analyst. In this capacity, she assists in the development of laws and policies for Unemployment Insurance, trains adjudicators, evaluates decisions using state and federal guidelines, and provides technical assistance on complex claims. She also responds to inquiries from employers, claimants, and the legislature, as well as testifying at Unemployment Insurance appeal hearings. Laura Parker is a 1997 graduate of University of Wisconsin-Green Bay with a BA degree in Human Development and in Public Administration.

CHARLES SCHAEFER has been an Administrative Law Judge in the Eau Claire Hearing Office since 1976. As such, he may be familiar to those in the area who have participated in Unemployment Insurance hearings over the years. He graduated from the UW Law School in 1976, where he focused on labor law. He also earned a BA in sociology from the University of Iowa in 1971.

JAMES T. O’MALLEY is the Director of the Bureau of Legal Services. He had served as an Administrative Law Judge with the Worker’s Compensation Division since July 1984 and since October 1989 as a section chief. From November 1976 to July 1984 Jim was an Administrative Law Judge in the Division of Unemployment Insurance. He also served as a member of the Executive Committee of the International Association of Industrial Accident Boards and Commissions from 1991-93. He is a 1972 graduate of the University of Wisconsin-LaCrosse and received his law degree from St. Mary’s University in 1975.

MARK ROBARGE has been an investigator with the Civil Rights Bureau of the Equal Rights Division since 1996. Since starting with Equal Rights, he has conducted investigations out of the Division’s Eau Claire field office. Mark has been employed by the Department since 1989, spending his first seven years with Job Service in Taylor County. He is a 1980 graduate of the University of Minnesota.

IS THIS YOUR FIRST CLINIC?

THIS DAY-LONG CLINIC will include speakers from the Worker’s Compensation, Equal Rights, and Unemployment Insurance Divisions 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.

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THIS CLINIC IS DESIGNED TO BE OF MOST 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 programs.

A schedule of future Labor Law Clinics can be viewed on the Department of Workforce Development website at dwd.wisconsin.gov/laborlaw/.