You Are Invited to the Janesville Labor Law Clinic

♦ Wednesday, June 10, 2015 ♦ 8:00 a.m. - 3:30 p.m.
♦ Holiday Inn Express & Conference Center ♦ Janesville, WI

Agenda & Clinic Topics

- 8:00 a.m. - Registration / Sign-In
- 8:30 a.m. - Opening Remarks
- 8:45 a.m. - Deciding Who Is Eligible for Wisconsin Unemployment Insurance Benefits
  
  Presented by Laura Moore
- 10:00 a.m. - Break
- 10:15 a.m. - Defining Misconduct and Substantial Fault Under Wisconsin Unemployment Insurance Law
  
  Presented by Laura Moore
- 11:45 a.m. - Lunch
- 12:30 p.m. - Preparing for Unemployment Insurance Hearings
  
  Presented by Vincent Guerrero
- 1:45 p.m. - Break
- 2:00 p.m. - Avoiding "Loaded" Employment Application & Interview Questions That May Discriminate
  
  Presented by Carmen Clark
- 3:15 p.m. - Wrap Up and Adjourn

Cost

$77.00 per person. Substitutions allowed. Price includes juice, coffee, and bakery items upon arrival, break refreshments, lunch, and presentation handouts

Site

Holiday Inn Express Janesville – I-90 & US Hwy 14, 3100 Wellington Place, Janesville, WI
(608) 756-3110

Registration

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 June 4, 2015. Cancellations not received by June 4, 2015 shall be subject to full payment of the registration fee.

Contact Wisconsin Employment and Training Association (WETA) at (608) 242-4583 to confirm that your registration was received or to cancel. Please keep all of the above information for future reference and return only the reservation form below.

PLEASE RESERVE ___ SEAT(S) for the Janesville Labor Law Clinic at $77.00 each for a total of ________________

Enclose full payment if paying by check or money order. Make checks payable to: WETA.

Name(s): 1) ____________________________________ Email: ____________________________
2) ____________________________________ Email: ____________________________
3) ____________________________________ Email: ____________________________
4) ____________________________________ Email: ____________________________

Company Name: _______________________________________________________________________________

Street Address (P.O. Box): ___________________________________________________________________________
City: ____________________________________ State: _______ Zip:  __________ Phone: _______________

TO REGISTER: Mail this form together with payment to WETA – Labor Law Clinic, 1213 N. Sherman Ave., PMB 324, Madison, WI 53704 OR fax to WETA at (608) 242-4553. (Note: To ensure your registration is accepted, please send payment immediately.)
8:45 a.m.  “Deciding Who is Eligible for Wisconsin Unemployment Benefits”  Provides an overview of the primary issues affecting employee eligibility and employer liability for Unemployment Insurance benefits.  Includes a discussion of quits, discharges, offers of work, work available, and how terms such as “able to work” and “available for work” are defined by UI.  Offers an opportunity for the audience to ask, and get answers to, questions about how and why UI benefits are paid.

10:15 a.m.  “Defining "Misconduct" and "Substantial Fault" Under Wisconsin Unemployment Insurance 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.  This session covers recent changes in the law, including the new statutory definition of "misconduct" and the entirely new legal standard for "substantial fault" benefit disqualifications.  It also covers the basics of the administrative appeal process, burdens of proof and how to prepare for a hearing.

12:30 p.m.  “Preparing for Unemployment Insurance Hearings”  Provides a basic introduction to the appeal process, including how to decide whether or not to appeal an initial eligibility determination, how to effectively prepare for a hearing to ensure that the necessary evidence is presented, and what to do if dissatisfied with the decision of an Administrative Law Judge.

2:00 p.m.  “Avoiding "Loaded" Employment Application and Interview Questions That May Discriminate”  When was the last time you took a good look at that application form you're using?  What about interview questions?  Are any of them discriminatory or could they be interpreted as such?  This session looks at how the Wisconsin Fair Employment Law applies to the recruitment process and offers alternative questions to help avoid discrimination when gathering information needed to help choose the right candidate for the job.

LAURA MOORE 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. Laura helps develop laws and policies for Unemployment Insurance, trains adjudicators, evaluates decisions using state and federal guidelines, provides technical assistance on complex claims, and responds to inquiries from employers, claimants, and the legislature. She is a 1997 graduate of University of Wisconsin-Green Bay with a BA degree in human development and in public administration.

VINCENT GUERRERO graduated from University of California-Irvine in 1994 with a degree in political science. He graduated from the University of Wisconsin Law School in 1997. Vince spent 17 years handling family law, criminal defense, liability defense, worker’s compensation defense, real estate and estate planning. Since February of 2014 he has been an Administrative Law Judge for the Department of Workforce Development handling Unemployment Insurance cases. He has also taught a real estate law class at WCTC in Pewaukee since 2006. Vince has been the Municipal Judge for the joint municipal court for the City and Town of Lake Mills since 2010.

CARMEN CLARK, a Senior Equal Rights Officer, has been in state service for seven years. Before coming to Equal Rights, she worked in the DHS Bureau of Environmental Health, Asbestos & Lead unit. Carmen holds an M.A. in journalism and is currently ABD in mass communication, both from UW – Madison. Her graduate coursework included law and communication law.

IS THIS YOUR FIRST CLINIC?

THIS DAYLONG CLINIC will include speakers from the Unemployment Insurance, Equal Rights, and Worker’s Compensation 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.

YOU’LL ALSO get the latest information about any recent developments in court cases affecting these topics. You’ll have lots of opportunities 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.

THE WISCONSIN DEPARTMENT OF WORKFORCE DEVELOPMENT does not discriminate on the basis of disability in the provision of services or in employment. If you need assistance in using this service, please contact us. Deaf, hearing- or speech-impaired callers may reach us through the Wisconsin Telecommunication Relay System (WisTRS). A schedule of future labor law clinics can be viewed on the Department of Workforce Development website at: http://dwd.wisconsin.gov/laborlaw/.

LLJNSVL