

## You're invited to the GREEN BAY LABOR LAW CLINIC

◆ Wednesday, September 20, 2017

◆ 8:00 a.m. - 3:30 p.m.

◆ Best Western

◆ Green Bay, 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>Demystifying Arrest and Conviction Record in the Wisconsin Fair Employment Law</u> <i>Presented by Matthew White</i> 10:00 a.m. - <i>Break</i> 10:15 a.m. - <u>Defining Misconduct and Substantial Fault under Wisconsin UI Law</u> <i>Presented by Cheryl Scholl</i> 11:45 a.m. - <i>Lunch</i> 12:30 p.m. - <u>Preparing for Unemployment Insurance (UI) Hearings</u> <i>Presented by Raymond Bradley</i> 1:45 p.m. - <i>Break</i> 2:00 p.m. - <u>Employers Guide to Child Support</u> <i>Presented by Katie Marek</i> 3:15 p.m. - <i>Wrap Up and Adjourn</i>
<b>Cost</b>	<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>Best Western</b> , 780 Armed Forces Drive, Green Bay, WI 54304. Phone: 920-499-3161
<b>Registration</b>	<p><b>Complete and return the form below.</b> Seating is limited, and advanced registration is recommended. No discounts allowed for multiple reservations, missed meals, etc. Final date for refunds or cancellations is September 14, 2017. <b>Cancellations not received by September 14, 2017 shall be subject to full payment of the registration fee.</b></p> <p>Registrants providing an email address will receive an email confirmation. Contact <b>Wisconsin Employment and Training Association (WETA)</b> at (608) 242-4583 if you need to confirm your registration or to cancel. Please keep all of the above information for future reference and return only the reservation form below.</p>

**PLEASE RESERVE \_\_\_\_\_ SEAT(S) at the Green Bay 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: WETA Inc.

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 Inc. – Labor Law Clinic, 1213 N. Sherman Ave., PMB 324, Madison, WI 53704 **OR** fax to **WETA Inc.** at (608) 242-4553. (**Note:** To ensure your registration is accepted, please send payment immediately)

## CLINIC TOPIC DESCRIPTIONS:

**8:45 a.m. Demystifying Arrest and Conviction Record in the Wisconsin Fair Employment Law** <sup>\*\*NEW\*\*</sup> 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).

**10:15 a.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.

**12:30p.m. Preparing for Unemployment Insurance (UI) 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. Employers Guide to Child Support** Provides an overview of the Wisconsin Child Support Program and support payment processing. Explains employer responsibilities for reporting new hires and withholding support from employee's income, as well as medical support issues such as enrolling children in court-ordered medical support. Also identifies resources and contacts for employers and offers an opportunity for the audience to ask questions.

### **CLINIC PRESENTERS:**

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

**RAYMOND BRADLEY** has worked as an Administrative Law Judge for the Unemployment Insurance Division in the Fox Valley Hearing Office since 2001. He conducts formal hearings and issues written decisions covering eligibility for unemployment insurance and related issues. Prior to this position he was an attorney with Legal Services of Northeastern Wisconsin, Inc., for 15 years. Raymond is a graduate of Marquette University Law School and Rockhurst College in Missouri.

**CHERYL SCHOLL** has worked for the Unemployment Insurance Division since 1997 and is currently an adjudication lead worker. She trains adjudicators in law, policy, and procedures, speaks to groups about the program, provides technical assistance, reviews the quality of decisions made by adjudicators, and adjudicates complex claims. Cheryl is a graduate from Alverno College with a bachelor's degree in professional communication and a business minor.

**KATHERINE MAREK** has worked for the Department of Children and Families, Bureau of Child Support since 1999. She has developed her extensive expertise in child support by serving in a variety of roles and is currently a Program and Policy Analyst-Advanced. Katherine is a graduate of the University of California – Berkeley and the University of California – Davis School of Law.

## IS THIS YOUR FIRST CLINIC?

**THIS DAYLONG CLINIC** will include speakers from the Department of Workforce Development's Divisions of Equal Rights, and Unemployment Insurance and from the Department of Children and Families' Bureau of Child Support 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. 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>.

DWD is an equal opportunity employer and service provider. If you have a disability and need assistance with this information, please dial 7-1-1 for Wisconsin Relay Service. Please contact the Unemployment Insurance Division at 414-438-7713 to request information in an alternate format, including translated to another language.