

You're invited to the Green Bay Labor Law Clinic

◆ Wednesday, September 18, 2019	◆ 8:00 a.m. - 3:30 p.m.
◆ Best Western Midway Hotel	◆ Green Bay, WI

Agenda & Clinic Topics	8:00 a.m. - Registration / Sign-In 8:30 a.m. - Opening Remarks 8:45 a.m. - <u>Preparing for Unemployment Insurance (UI) Hearings</u> <i>Presented by Raymond Bradley</i> 10:00 a.m. - <i>Break</i> 10:15 a.m. - <u>Workplace Harassment</u> <i>Presented by Matthew White</i> 11:45 a.m. - <i>Lunch</i> 12:30 p.m. - <u>Demystifying Arrest and Conviction Record Protections Under the Wisconsin Fair Employment Law</u> Presented by <i>Matthew White</i> 1:45 p.m. - <i>Break</i> 2:00 p.m. - <u>Employer's Guide to Child Support</u> <i>Presented by Brian McReavy</i> 3:15 p.m. - <i>Wrap Up and Adjourn</i>
Cost	\$104.00 per person. Substitutions allowed. Price includes juice, coffee, and bakery items upon arrival, break refreshments, lunch, and presentation handouts.
Site	Best Western Midway Hotel – 780 Armed Forces Drive, Green Bay, WI. 54304 Phone: 800-482-3885
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 September 12. Cancellations not received by September 12, 2019 shall be subject to full payment of the registration fee. Registrants providing an email address will receive an email confirmation. Contact Wisconsin Employment and Training Association (WETA) at (608) 242-4583 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.

PLEASE RESERVE _____ SEAT(S) at the Green Bay 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: 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

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CLINIC TOPIC DESCRIPTIONS:

8:45 a.m. Preparing for Unemployment Insurance (UI) Hearings - Provides an overview of the administrative appeal process, including how to file an appeal and how the hearing is scheduled before an Administrative Law Judge, how to prepare for the hearing, what sorts of witnesses and other evidence you may need to bring to the hearing, and what to expect to happen at the hearing. Also includes legal analysis and discussion of hearing scenarios involving quits and discharges.

10:15 a.m. Workplace Harassment - Provides information about harassment under the Wisconsin Fair Employment Law. It includes a discussion of sexual harassment and harassment based on other characteristics such as race, color, national origin and sexual orientation. We use case law to illustrate concepts, emphasize the importance of strong company policies prohibiting unlawful harassment, and provide suggestions for handling and investigating complaints.

12:30p.m. Demystifying Arrest and Conviction Record in the Wisconsin Fair Employment Law - Wisconsin fair employment laws that prohibit discrimination based on arrest record or conviction record can be challenging to follow. This topic seeks to clarify some of those challenges and will give the audience a better understanding of the definitions of arrest record and conviction record; the statements and questions that are acceptable in job postings and applications; the impact of failure to reveal all convictions on job applications; the substantial relationship test, lack of bondability; *Onalaska* defenses; and exceptions related to specific industries.

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:

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 individuals' eligibility for unemployment insurance and issues related to employers' liabilities for unemployment insurance taxes. He previously worked for 15 years as a practicing attorney with Legal Services of Northeastern Wisconsin, Inc. Ray received his law degree from Marquette University and his undergraduate degree from Rockhurst College in Kansas City, Missouri.

MATTHEW P. WHITE is the Equal Rights Division Investigations Bureau Director, having previously worked for the Department of Workforce Development as an Equal Rights Officer and a Program and Policy Analyst for the Bureau of Apprenticeship Standards. He graduated from the University of Wisconsin – Madison Law School in 2006 with a focus in public and private sector labor and employment law.

BRIAN MCREAVY is a Program and Policy Analyst-Advanced with the Wisconsin Department of Children and Families, Bureau of Child Support. Brian has been employed by the State of Wisconsin for the past nine years and served with the Department of Transportation, the Department of Corrections, and the Department of Workforce Development. His educational background consists of degrees in Human Service Management and Communications, and a master's degree in Business Administration.

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 a speaker from the Department of Children and Families, 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 WILL 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 414-435-7069 to request information in an alternate format, including translated to another language.