

FRIDAY FUNDAMENTALS Labor Law Training Series

These interactive sessions in 2020-2021 provide basic information about laws relating to:

Fair Employment / Wage and Hour Law

Unemployment Insurance

Vocational Rehabilitation

Worker's Compensation

Employment and Training

Register now for DWD's Friday Fundamentals educational series.



September 25, 2020	December 4, 2020	February 26, 2021	May 7, 2021
October 9, 2020	January 8, 2021	March 12, 2021	May 28, 2021
October 23, 2020	January 22, 2021	April 2, 2021	
November 13, 2020	February 12, 2021	April 23, 2021	

About the Sessions

The Wisconsin Department of Workforce Development (DWD) will present its annual series of **educational web conferences** on the dates listed above. Most topics are expanded versions of those presented at DWD's Labor Law Clinics.

All sessions are held from **9 a.m. - 11 a.m.**

Choose Your Sessions

The courses are designed to be most helpful to those new to their jobs or to the state of Wisconsin. They will also be helpful to those who have not attended a DWD Labor Law Clinic or other DWD seminar in recent years. Particular groups that may benefit include:

- Employers of all sizes (2.0 hours CEU available)
- HR Directors
- Attorneys (2.0 hours CLE available)
- Labor Unions

Interactive Online Training Sessions

WebEx web conferencing sessions provide convenience for learners and encourage participation and interaction with Q&A and group chat opportunities during the presentations.

Program information may be found at: <https://dwd.wisconsin.gov/laborlaw/frifund.htm>.

Low Cost

The \$36.00 registration fee for each session includes reference materials in advance of each session. **When you buy over five sessions you are eligible to receive a coupon for a free session.** Session details and registration instructions can be found at: <https://dwd.wisconsin.gov/laborlaw/frifund.htm>.

Registration must be completed at least 24 hours prior to the session

*Co-sponsored by the Department of Workforce Development
 Unemployment Insurance Division and Division of Employment and Training*

For questions email laborlawclinic@dwd.wisconsin.gov or call (608) 267-7259

9/25/20 – Labor Standards Combo: State and Federal Wage and Hour Laws

This joint presentation from DWD's Equal Rights Division and the U.S. Department of Labor's Wage and Hour Division focuses on issues related to overtime, hours of work, wage payment requirements, and minimum wage. In addition, there will be an overview of the Families First Coronavirus Response Act (FFCRA).



10/9/20 – Workplace Harassment

Provides information about harassment under the Wisconsin Fair Employment Law (WFEL). 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.

10/23/20 – 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 the statutory definition of "misconduct" and the legal standard for "substantial fault" benefit disqualifications.

11/13/20 – 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.

12/4/20 – Understanding the Principles of the Worker's Compensation (WC) 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. Practical advice is provided 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 to present evidence on behalf of employers at hearings.

1/8/21 – Demystifying Arrest and Conviction Record Protections Under the WI Fair Employment Law

The Wisconsin Fair Employment Law's (WFEL) provisions prohibiting 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, the *Onalaska* defense; and exceptions related to specific industries.

1/22/21 – Job Service Resources: Connecting Employers with Job Seekers, Wisconsin Fast Forward

Find out about tools you can use today at no cost to help connect with candidates with proven foundational skills. Learn about the variety of Job Service tools available and how they can be incorporated into your hiring practice. Learn about the Wisconsin Fast Forward (WFF) grant program, a nationally recognized, talent development solution driven by Wisconsin businesses to train and retain highly skilled workers, how it impacts business and employees in Wisconsin, and how to submit a successful WFF grant application.

2/12/21 – Reducing Worker Hours Through a Work-Share Program to Avoid Layoffs

Retain trained staff in slow economic times by setting and establishing a percent reduction in hours to staff to avoid full layoffs of valued employees thus reducing the risks of losing those staff to other employment. Identify the advantages of a Work-Share program and learn how it can benefit both you and your employees during economic hardships.

2/26/21 – You Be the Unemployment Insurance (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 (Appeal Tribunal). Covers issues such as discharges, quits, suspensions due to physical restrictions, and other miscellaneous specialty areas. Cases are prepared, and sessions are led by an experienced Appeal Tribunal.

3/12/21 – Avoiding "Loaded" Employment Application and Interview Questions that May Discriminate

Asks you to consider, when was the last time you took a good look at that application form you're using? What about interview questions? Are some of the questions discriminatory or interpreted as discriminatory? This topic 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.

4/2/21 – State and Federal Migrant and Seasonal Agricultural Worker Laws and Protections Overview

Discusses the primary functions of migrant law enforcement, which is administered by DWD (DWD 301 code) including: inspection and certification of all migrant camps in the state; work agreement reviews; crew leader registration; field sanitation; and complaint investigation. Also, provides a brief overview of the Migrant and Seasonal Agricultural Worker Protection Act (MSPA) administered by the Federal Wage and Hour Division.

4/23/21 – Wisconsin Unemployment Insurance (UI) Tax Law

Provides information on how an employer establishes coverage for Unemployment Insurance, covered and excluded employment, taxability of wages, account reporting, unique reporting situations and business transfers. Offers an opportunity for the audience to ask questions about how and why UI taxes are established.

5/7/21 – Wisconsin's Wage & Hour Laws: Basics & 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.

5/28/21 – Worker Misclassification

Is a worker an employee or an independent contractor? Discusses the importance to an employer of correctly classifying employees as independent contractors; provides an overview of the tests in the Unemployment Insurance law that are used to determine if workers are employees or independent contractors; describes the worksite compliance investigation process; and provides a demonstration of the DWD website created to assist employers in correctly classifying their workers.

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.