

## **"2023 Spring/Summer Half Day Virtual Labor Law Clinics"** **Labor Law Training Series**

*These interactive clinics in 2023 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 "Half Day Virtual Labor Law Clinics" educational series.*

**April 13, 2023 \***

**June 6, 2023**

**April 25, 2023**

**July 12, 2023**

**May 11, 2023**

**July 27, 2023 \***

**May 24, 2023**

### **About the Clinics**

The Wisconsin Department of Workforce Development (DWD) will present these virtual clinics through **educational web conferences** on the dates listed above. Most topics are expanded versions of those presented at DWD's In-Person Labor Law Clinics and Friday Fundamentals Webinars.

All clinics are held from **8:30 a.m. – 12 p.m./Noon** (**July 27 Clinic is 8:30 a.m. – 10:30 a.m.**)

#### **Choose Your Clinics**

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 (4.0 hours CEU available)
- HR Directors
- Attorneys (4.0 hours CLE available)
- Labor Unions

#### **Interactive Virtual Training**

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/clinics.htm>.

#### **Low Cost**

The \$72.00 registration fee for each clinic includes reference materials in advance of each clinic. **When you buy over three clinics you are eligible to receive a coupon for a free clinic.** Clinic details and registration instructions can be found at: <https://dwd.wisconsin.gov/laborlaw/clinics.htm>.

#### **Registration must be completed at least 24 hours prior to the clinic**

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

**For questions email [laborlawclinic@dwd.wisconsin.gov](mailto:laborlawclinic@dwd.wisconsin.gov) or call (608) 405-4099**

**Thursday, April 13th, 2023 from 8:30 AM – 12 PM/Noon**

**4/13/23 – Defining "Misconduct" & "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.

**4/13/23 – Welcome to the Workforce \* UPDATED \***

In this presentation, there will be discussion on the ins and outs of employing minors in the workplace. There will also be discussion on minimum ages of employment, hours minors are permitted to work, and what occupations are considered hazardous or prohibited for minor employees. As well as discussion on the application of the student learner exemption that allows minors to engage in school to work training programs designed to improve your talent pipeline.

**Tuesday, April 25th, 2023 from 8:30 AM – 12 PM/Noon**

**4/25/23 – 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.

**4/25/23 – Deciding Who is Eligible For Unemployment Insurance (UI) Benefits**

Provides an overview of the primary issues affecting employee eligibility and employer liability for UI 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 questions about how and why UI benefits are paid.

**Thursday, May 11th, 2023 from 8:30 AM – 12 PM/Noon**

**5/11/23 – OSHA and Wage & Hour: Beyond the Basics**

The U.S. Department of Labor agencies OSHA and the Wage & Hour Division, join forces to provide important up-to-date information on the laws enforced by their agencies. The OSHA section will focus on basic OSHA inspection procedures, recordkeeping, reporting to OSHA and Worker Rights. Also, a discussion of the latest national and local emphasis programs, other areas of interest, proposed standards, and policy changes. The focus for the Wage & Hour portion of the presentation will be on how federal wage and hour laws operate in light of the impact COVID-19 has had in our employment communities. Two agencies, one session, a lot of great information!

**5/11/23 – Get to Know Us: A Multi-Federal Agency Overview!**

In our country, May 1st is officially recognized as 'Law Day'. A day to reflect on the role that our laws play in several areas of our society, including the workplace. But many employers and employees remain uncertain about what laws impact their workplace and who enforces those laws. That's why the U.S. Equal Employment Opportunity Commission and the U.S. Department of Labor's Employee Benefits Security Administration and Wage and Hour Division have teamed up for Law Day 2022! During this session, each agency will provide important information on the laws they enforce and the issues regulated by their agency. Don't miss this opportunity to educate yourself and unscramble the maze of federal laws that directly affect your workplace!

**Wednesday, May 24th, 2023 from 8:30 AM – 12 PM/Noon**

**5/24/23 – Protected Leave Laws in Wisconsin**

Provides an overview of the Wisconsin Family & Medical Leave Act (FMLA) and the Bone Marrow and Organ Donor Leave Act, including; the nuts and bolts of determining eligibility for leave under the two laws; the duration of leave entitlements under state laws; comparison to similar provisions under the federal FMLA and examination of how the laws interact; an overview of the Equal Rights Division's process for adjudicating claims under the state laws; examples of some common mistakes employees and employers make; discussion of developments relating to the Bone Marrow Donor Law, including any rules, agency interpretations, or cases that emerge.

**5/24/23 – Understanding the Principles of the Worker's Compensation Law**

Focuses both on an overview of the key principles underlying the Worker's Compensation system, and on practical, useful ideas for employers to implement in handling Worker's Compensation claims. Practical advice is provided on establishing an effective injury reporting process, receiving employee accident reports, communicating with Worker's Compensation carriers, investigating reports of work-related injuries and steps to follow to present evidence on behalf of employers at hearings.

**Tuesday, June 6th, 2023 from 8:30 AM – 12 PM/Noon**

**6/6/23 – 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.

**6/6/23 – Employees with Health Challenges**

Provides information about what to do when you have an employee who comes to you with a medical or health challenge. Explains the basics of the state and federal Family Medical Leave Act. Reviews an employer's responsibilities under the Wisconsin Fair Employment Act and the Americans with Disabilities Act, including what to do when an employee needs a reasonable accommodation. Discusses the interaction of the FMLA, an employer's paid time off policy, and the reasonable accommodation process.

**Wednesday, July 12th, 2023 from 8:30 AM – 12 PM/Noon**

**7/12/23 – Demystifying Arrest and Conviction Record Protections Under the Wisconsin 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. We will also discuss new statutory requirements related to licensing agencies.

**7/12/23 – 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.

**Thursday, July 27th, 2023 from 8:30 AM – 10:30 AM \* UPDATED \***

**7/27/23 – 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.

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.