

You're invited to the **DEFOREST LABOR LAW CLINIC**

◆ Wednesday, June 28, 2017

◆ 8:00 a.m. - 3:30 p.m.

◆ Comfort Inn & Suites DeForest

◆ DeForest, WI.

Agenda & Clinic Topics	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>Enhancing Diversity in the Workplace: Facts, Strategies and Resources</u> <i>Presented by Nick Lampone and Ezekiel Gipson</i> 11:45 a.m. - <i>Lunch</i> 12:30 p.m. - <u>Defining Misconduct and Substantial Fault under Wisconsin UI Law</u> <i>Presented by Heidi Corro</i> 1:45 p.m. - <i>Break</i> 2:00 p.m. - <u>You Be the Unemployment Insurance Judge</u> <i>Presented by Angela Arrington</i> 3:15 p.m. - <i>Wrap Up and Adjourn</i>
Cost	\$95.00 per person. Substitutions allowed. Price includes juice, coffee, and bakery items upon arrival, break refreshments, lunch, and presentation handouts.
Site	Comfort Inn & Suites DeForest , 5025 Co Hwy V, DeForest, WI (608) 846-9100. The hotel is located just off of I-90. (If you see the Pink Elephant, you are seconds away) Parking is free.
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 21, 2017. Cancellations not received by June 21, 2017 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 of the above information for future reference and return only the reservation form below.

PLEASE RESERVE _____ SEAT(S) at the DeForest 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., PBM 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 ^{NEW**}** 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. Enhancing Diversity in the Workplace: Facts, Strategies and Resources ^{NEW**}** 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.

12:30p.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.

2:00 p.m. 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. Covers issues such as discharges, quits, suspensions due to physical restrictions, and other miscellaneous specialty areas. Cases prepared and session led by an experienced UI Administrative Law Judge.

CLINIC PRESENTERS:

MATTHEW P. WHITE, J.D. has worked for the Equal Rights Division as an Equal Rights Officer since 2014 where he investigates charges of discrimination in employment, housing, public accommodations, and other areas. Matthew is a 2006 graduate from the University of Wisconsin – Madison law school with a focus in public and private sector labor and employment law.

NICK LAMPONE is the Workforce Development Area (WDA) 10 Director for the Division of Vocational Rehabilitation, which covers Columbia, Dane, Dodge, Jefferson, Marquette and Sauk Counties. He has worked for DVR since 2007. Nick is a 2004 graduate from UW-Green Bay with a bachelor's degree in psychology and a 2005 graduate UW-Madison with a master's degree in rehabilitation psychology.

EZEKIEL J. GIPSON, EMBA is the Business Service Consultant for the Division of Vocational Rehabilitation covering 10 counties in South Central Wisconsin. His job includes engagement in strategic business outreach that results in business accessing DVR services and talent. Ezekiel is a graduate from the Lubar School of Business and has worked in the private senior management over 15 years.

HEIDI CORRO has worked for the Unemployment Insurance Division since 1998. She was an adjudicator and is currently a Disputed Claims Analyst. Her job includes helping develop laws and policies for Unemployment Insurance, training adjudicators, evaluating decisions using state and federal guidelines, and providing technical assistance on complex claims. She also responds to inquiries from employers, claimants and the legislature, as well as, testifies at Unemployment Insurance appeal hearings. Heidi is a graduate from the University of Wisconsin-Eau Claire and Drake University Law School.

ANGELA ARRINGTON has worked as an Administrative Law Judge for the Unemployment Insurance Division since January 2012. She formerly worked as a prosecuting attorney for the Department of Safety and Professional Services for eight years and also as an associate attorney in private practice. She is admitted to practice law in the State of Wisconsin, the United States federal courts for Eastern and Western Districts of Wisconsin and the U.S. Seventh Circuit Court of Appeals. Angela is a 2002 graduate of Indiana University-Bloomington, School of Law and has practiced law for the last fourteen years.

IS THIS YOUR FIRST CLINIC?

THIS DAYLONG CLINIC will include speakers from the Department of Workforce Development's Divisions of Equal Rights, Vocational Rehabilitation and Unemployment Insurance 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 to access this information in an alternate format, or need it translated to another language, please call 414-438-7713 or 608-232-0824 or TTY 1-888-393-8914 during business hours.