

## 2024 Half Day Virtual Labor Law Clinics **Labor Law Training Series**

*These interactive clinics in 2024 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.*

February 14, 2024

March 28, 2024 *\*\*DVR Session Added\*\**

February 22, 2024

April 17, 2024

March 6, 2024

May 15, 2024

### 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. – 12:00 Noon**

#### **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)
- Attorneys (4.0 hours CLE available)
- HR Directors
- 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

**Wednesday, February 14, 2024 from 8:30 a.m. – 12:00 Noon**

**2/14/24 – Employer's 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.

**2/14/24 – 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.

**Thursday, February 22, 2024 from 8:30 a.m. – 12:00 Noon**

**2/22/24 – 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.

**2/22/24 – 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.

**Wednesday, March 6, 2024 from 8:30 a.m. – 12:00 Noon**

**3/6/24 – 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.

**3/6/24 – 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 Appeal Tribunal.

**Thursday, March 28, 2024 from 8:30 a.m. – 12:00 Noon**

**3/28/24 – Reasonable Accommodation: Practical Applications *\*\*Session Added\*\****

Join the Division of Vocational Rehabilitation (DVR) in an interactive presentation exploring disability and reasonable accommodations. We will discuss the benefits of creating a culture of disability inclusion in the workplace, examine common perceptions of disability, and learn where to access resources pertaining to reasonable accommodation. We will conclude with an exercise designed to help build confidence when discussing accommodations with employees.

**3/28/24 – Equal Rights Division (ERD) Clinic**

A title and description of this session will be available before the live clinic.

**Wednesday, April 17, 2024 from 8:30 a.m. – 12:00 Noon**

**4/17/24 – 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).

**4/17/24 – Defining "Misconduct" and "Substantial Fault" under Wisconsin UI Law Work Share**

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.

**Wednesday, May 15, 2024 from 8:30 a.m. – 12:00 Noon**

**5/15/24 – 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! 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!

**5/15/24 – Demystifying Arrest and Conviction Record in 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. We will also discuss new statutory requirements related to licensing agencies.

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 or toll-free at (844) 910-3661 to request information in an alternate format, including translated to another language.