

YOU'RE INVITED

Ogletree
Deakins

The Milwaukee office of
OGLETREE DEAKINS

presents a complimentary
EMPLOYMENT LAW BRIEFING

An informative and educational briefing to address the latest
labor and employment law topics impacting Wisconsin employers

Choose the date and location convenient for you:

APPLETON – THURSDAY, APRIL 4, 2019

The Fox Club at Fox Cities Stadium
2400 North Casaloma Drive
Appleton, WI 54913
(920) 733-4152

MADISON – THURSDAY, APRIL 11, 2019

The Edgewater Hotel
1001 Wisconsin Place
Madison, WI 53703
(608) 535-8200

TIME FOR MADISON LOCATION ONLY

1:30 p.m. – 4:30 p.m. Program
4:30 p.m. Cocktail Reception
(Registration will begin at 1:00 p.m.)

TIME FOR ALL OTHER LOCATIONS

8:00 a.m. – 11:00 a.m.
(Registration and breakfast will begin at 7:30 a.m.)

WAUKESHA – TUESDAY, APRIL 9, 2019

Milwaukee Marriott West
W231N1600 Corporate Court
Waukesha, WI 53186
(262) 574-0888

RACINE – THURSDAY, APRIL 25, 2019

Delta Hotels Racine
7111 Washington Avenue Highway 20
Racine, WI 53406
(262) 886-6100

COST

Complimentary
(A continental breakfast or cocktail reception and
program materials are included.)

REGISTRATION

Register online at www.ogletree.com or contact Suzanne Schwartz at (414) 755-7823 or
MILEvents@ogletree.com.

We have submitted this program to the HR Certification Institute and SHRM for review and are applying for Wisconsin CLE credit.

AGENDA: APPLETON, WAUKESHA, AND RACINE

- 7:30 – 8:00 a.m. **REGISTRATION AND BREAKFAST**
- 8:00 – 8:10 a.m. **WELCOME AND INTRODUCTION**
- 8:10 – 8:25 a.m. **IT IS WHAT YOU KNOW!**
Staying current on changes in employment law is essential to effective human resource management. This session will provide an update on the most significant labor and employment law developments.
- 8:25 – 9:10 a.m. **SPRING CLEANING: GET YOUR WAGE AND HOUR HOUSE IN ORDER**
Reducing risk for your company requires an understanding of the most common wage and hour claims. In this session, we will discuss steps employers can take to limit wage and hour liability in light of recent litigation trends regarding bonus payments, timekeeping, meal periods, and more.
- 9:10 – 9:55 a.m. **SQUEEZE PLAY: THE STRAIGHT DOPE ON OPIOIDS AND MARIJUANA**
The opioid crisis is affecting all segments of the workforce, and some states are decriminalizing marijuana possession and use while the federal government considers enforcing federal laws on marijuana—even in states where marijuana is legal. All this has left employers dazed and confused, caught in the middle of trying to comply with all laws while also maintaining a safe and healthy workplace. There are myriad multijurisdictional issues, the laws are constantly changing, and employers aren't sure how to remain compliant with so few clear answers. This session will address medical marijuana use, prescription drug use, and alcohol and drug addiction, as well as how to address these issues under disability antidiscrimination laws.
- 9:55 – 10:05 a.m. **BREAK**
- 10:05 – 10:50 a.m. **FIRING WITHOUT FEAR**
The cheapest lawsuit to defend is the lawsuit that is never brought. This session will discuss best practices before and during the discharge of an employee, and will prepare employers for the unexpected. Topics will include questions employers should ask before making a discharge decision, good and bad evidence of the reason to terminate, how to conduct and document the termination meeting, the effects of not firing a problem employee, and post-employment issues.
- 10:50 – 11:00 a.m. **TAKEAWAYS AND DOOR PRIZE DRAWING**

AGENDA: MADISON

1:00 – 1:30 p.m.

REGISTRATION

1:30 – 1:40 p.m.

WELCOME AND INTRODUCTION

1:40 – 1:55 p.m.

IT IS WHAT YOU KNOW!

Staying current on changes in employment law is essential to effective human resource management. This session will provide an update on the most significant labor and employment law developments.

1:55 – 2:40 p.m.

SPRING CLEANING: GET YOUR WAGE AND HOUR HOUSE IN ORDER

Reducing risk for your company requires an understanding of the most common wage and hour claims. In this session, we will discuss steps employers can take to limit wage and hour liability in light of recent litigation trends regarding bonus payments, timekeeping, meal periods, and more.

2:40 – 3:25 p.m.

SQUEEZE PLAY: THE STRAIGHT DOPE ON OPIOIDS AND MARIJUANA

The opioid crisis is affecting all segments of the workforce, and some states are decriminalizing marijuana possession and use while the federal government considers enforcing federal laws on marijuana—even in states where marijuana is legal. All this has left employers dazed and confused, caught in the middle of trying to comply with all laws while also maintaining a safe and healthy workplace. There are myriad multijurisdictional issues, the laws are constantly changing, and employers aren't sure how to remain compliant with so few clear answers. This session will address medical marijuana use, prescription drug use, and alcohol and drug addiction, as well as how to address these issues under disability antidiscrimination laws.

3:25 – 3:35 p.m.

BREAK

3:35 – 4:20 p.m.

FIRING WITHOUT FEAR

The cheapest lawsuit to defend is the lawsuit that is never brought. This session will discuss best practices before and during the discharge of an employee, and will prepare employers for the unexpected. Topics will include questions employers should ask before making a discharge decision, good and bad evidence of the reason to terminate, how to conduct and document the termination meeting, the effects of not firing a problem employee, and post-employment issues.

4:20 – 4:30 p.m.

TAKEAWAYS AND DOOR PRIZE DRAWING

4:30 p.m.

COCKTAILS AND HORS D'OEUVRES RECEPTION