



# Legislative Conference 2020

**Wednesday, December 2, 2020**  
**Held Virtually**



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# Legislative Conference Agenda

8:30am—8:35am | Opening Remarks

8:35am—9:20am | Federal Update

## Description:

Workplace regulations are constantly evolving, and 2020 has been no exception. Learn the latest developments on federal law and agency regulation changes that affect human resources.

## Learning Objectives:

- Provide an update on various changes in federal employment laws impacting the workplace.
- Provide an overview of potential federal legislation/regulation and its effect on human resources.
- Provide analysis and guidance based on recent federal case law and its effect on the workplace.

## Rebeca M. López (Godfrey & Kahn)

Rebeca is a member of the firm's Labor, Employment & Immigration Law Practice Group in the Milwaukee office. Her practice focuses on working with small, mid-size and large regional, national and international clients to address labor and employment issues that arise in their businesses. Her practice is largely dedicated to defending employers before local, state and federal administrative agencies and courts when they are faced with employee complaints relating to single plaintiff, as well as class and collective action, wage and hour, discrimination and harassment complaints. She also assist clients with day-to-day employment matters, including accommodation requests, wage and hour obligations, and internal investigations into employee complaints. Rebeca works with clients to create and implement policies and practices that foster a respectful, productive and efficient work environment.

9:25am—10:10am | State Update

## Description:

In addition to the federal level, Wisconsin has seen its own set of changes and proposed changes to its regulatory environment related to the workplace. This session will break down those changes regarding legislation, regulatory changes, and relevant court rulings.

## Learning Objectives:

- Learn about the latest developments impacting HR policies and practices.
- Analyze legislative and regulatory trends impacting the workplace.
- Discover what changes in the future might impact HR policies and practices.

## Jennifer L. Ciralsky (Littler Mendelson, P.C.)

Jennifer advises and represents employers in a broad range of employment law matters arising under federal and state law, including claims based on Title VII, The Family and Medical Leave Act, The Americans with Disabilities Act, The Fair Labor Standards Act, The Age Discrimination in Employment Act and The Wisconsin Fair Employment Act. She appears before the Equal Employment Opportunity Commission, the Wisconsin Equal Rights Division and in federal courts defending management in employment litigation and administrative charges, particularly in the area of discrimination.

## Michael R. Gotzler (Littler Mendelson, P.C.)

Michael represents employers in all aspects of labor and employment matters, including labor management relations. Mike's practice includes employment litigation, employee leave and accommodation issues, wage and hour compliance, noncompete agreements and other restrictive covenants, independent contractor issues, and labor relations. Mike has particular skill in responding to claims and issues surrounding joint and coemployment, the use of third party workers, independent contractors, and outsourced HR services. Mike has also represented the staffing industry on a wide range of legal issues and legislative and regulatory matters. To help his clients minimize claims, Mike has designed and delivered a wide range of preventive HR training courses, including anti-harassment courses designed with EEOC involvement and approval.

10:15am—11:00am | Legal Fallout from COVID

## Description:

COVID-related litigation is kicking into high gear and this session will help you understand what's happening and why.

## Learning Objectives:

- Examine emerging claims and theories.
- Review regulatory and agency trends.
- Provide key insights on managing litigation risks.

## Eric Hobbs (Ogletree Deakins)

Eric is a Shareholder with and Chair of the 50-lawyer Workplace Safety and Health Practice Group of Ogletree Deakins, one of the nation's leading law firms representing employers in labor and employment matters. He also serves as a member of the firm's Drug Testing and Manufacturing Industry Practice Groups. In his role as attorney and strategic advisor, Mr. Hobbs engages in a nationwide labor and employment law practice, which includes the representation of employers in traditional labor and employment matters, OSHA and MSHA enforcement and litigation, and employment counseling and litigation.

11:05am—11:50am | COVID-19: How the Pandemic has Infected Your Employee Benefit Obligations

## Description:

In this session, we will discuss how COVID-19 has impacted employer benefit offerings and the adjustments which employers are faced with in offering the benefit programs and the realities of working with remote workers and layoffs. Bob and Dan will discuss the areas where employers face their greatest vulnerabilities in benefit plan offerings and the practical solutions to these challenges.

## Learning Objectives:

- Identify the scope and reach of the employee population impacted and the most vulnerable employer benefit offerings.
- Analyze the benefit impact of COVID-19 on wage & hour, workplace safety, benefit elections, and COBRA.
- Discover potential exposures, such as benefit plan discrimination issues for executive benefits, due to workplace adjustments and changes in the participation base.

## Bob Simandl (von Briesen & Roper, s.c.)

Bob is a Shareholder with over 30 years of experience advising clients on a wide range of employee benefit, labor and employment law issues. This experience enables Bob to advise clients on human resources (HR) law issues taking into consideration all areas of opportunity and vulnerability, including the litigation of HR law-based claims. He has extensive experience in advising employers in employee benefit plan design, issues associated with ill and injured workers, labor negotiations, and multi-employer health and welfare plan and pension plan vulnerability and compliance.

## Dan Simandl (von Briesen & Roper, s.c.)

Dan is a member of the Compensation and Benefits/ERISA and Labor & Employment Sections of von Briesen & Roper, s.c. He assists employers in creating a workplace that optimizes operations and benefits its workforce by taking a proactive approach to policy development and implementation to ensure employers are covered and employees are never taken by surprise. Dan also assists clients on labor and employment matters with regard to the Occupational Safety and Health Act, the Americans with Disabilities Act, the Affordable Care Act, the Employee Retirement Income Securities Act, and the Family and Medical Leave Act. Dan's practice also includes experience handling Health Insurance Portability and Accountability Act Privacy and Security Rules issues and keeping employers up to speed on HIPAA updates.

11:50am—12:00pm | Closing Remarks



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**Online:** <http://www.mmshrm.org>

**By fax:** (888) 287-4116

**By mail:** MM SHRM | P.O. Box 833 | Germantown, WI 53022

## Cost:

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<b>SHRM Student Chapter Member:</b>	<b>\$19.00</b>
<b>In Transition*:</b>	<b>\$19.00</b>

**REGISTRATION DEADLINE:**

**December 1, 2020**

**CANCELLATION POLICY:**

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