

2020

# RECENT DEVELOPMENTS IN LABOR & EMPLOYMENT LAW

Virtual  
Options  
Coming  
Soon!

June 17 | Madison, WI – **POSTPONED**

July 8 | Eau Claire, WI – **POSTPONED**

August 19 | Neenah, WI

September 16 | Pewaukee, WI

8:30 am – 3:00 pm



Stay compliant with recent developments and how to navigate the maze of laws for wage and hours, the ADAAA and more from hiring to firing; the latest practical information you must know!

- **Coronavirus.**

- FMLA; while COVID-19 shares flu-like symptoms, it may cause complications, hospitalization, incapacitation and even death. When is it a “serious health condition”?
- Is medical certification required? Can you request medical exams? Is a return to work Fitness-for-Duty certification allowed?
- Is Coronavirus a disability either actual or “regarded as”? Is it a “direct threat”? The EEOC’s position on previous SARS and H1N1 outbreaks. Obligations under OSHA?
- Reduction in hours and pay for non-exempt and exempt? What if an employee is in quarantine? Leaves to avoid exposure to a pandemic influenza?

- **The National Labor Relations Board.** What every employer union or non-union must know.

- Year 2020 hindsight reveals that the current NLRB has overhauled our labor laws.
- No more “ambush” election.
- Employer’s email rights restored.
- Reinstated termination of dues checkoff at CBA’s expiration and laws of independent contractors and joint employers; withdrawal of recognition is now easier; and unilateral changes.

- **Wage and Hour Claims.**

- Understand class actions under the FLSA.
- Avoiding current “rounding” litigation.
- Review of the tricky terrain of wage and hour laws.
- The January 1, 2020 increase in supervisor salaries; classification and duties analysis.

- **Sexual Harassment; #metoo.**

- What to investigate; when to investigate; and remedial actions; recent cases illustrating the way employers should and should not handle sexual harassment investigations.
- Effective training top down; culture of respect or annoyances; when and how often.

- **ADA.**

- Understanding the “interactive process” examples of recent cases.
- What is a reasonable accommodation and when is it not reasonable? Employer defenses.
- Newest cases on definitions of “disability,” “qualified” and “essential job functions.”

## Registration:

The registration fee for the 2020 Recent Developments in Labor & Employment Law conference is \$ 359 and includes lunch, refreshments and conference materials. Additional attendees from the same firm can register for \$329.

**Credit cards are accepted.** You may also pay by check, made payable to Thomas P. Krukowski s.c. and mailed to:

Thomas P. Krukowski s.c.  
116 Legend Way  
Wales, WI 53183.

## HCRI / SHRM / CLE credits applied

## Questions:

Email Cheryl Racine at [cracine@tpklegal.com](mailto:cracine@tpklegal.com).

Also offering  
FMLA  
programs

Download and Print Form or  
Register Online at

**[WisconsinEmploymentLaw.com](http://WisconsinEmploymentLaw.com)**



Presented by:  
**Thomas P. Krukowski, Esq.**  
**Deborah A. Krukowski, Esq.**

