

2020

RECENT DEVELOPMENTS IN LABOR & EMPLOYMENT LAW

Zoom Virtual Conference

JULY 28 & 29, 2020

9:00 am – 12:00 pm CST Each Day



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!

**July
28**

- **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.



**Also
Offering
FMLA
Programs**

Presented by:

**Thomas P. Krukowski, Esq.
Deborah A. Krukowski, Esq.**

**July
29**

- **Wage and Hour Claims Continued.**

- 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 virtual 2020 Recent Developments in Labor & Employment Law conference is \$359 and includes conference materials. Additional attendees from the same firm can register for \$329.

You will receive log-in information and PowerPoints for this conference no later than two days before the program.

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

Please email registration inquiries or questions you would like answered during the conference to:

Cheryl Racine at cracine@tpklegal.com.

**Download and Print Form or Register Online at:
WisconsinEmploymentLaw.com**

