



**Legislative  
Conference  
2023**

**Tuesday, November 14, 2023**

**8:30am—3:45pm**

**Hampton Inn and Suites—State Fair Park**

8201 W Greenfield Ave | West Allis, WI 53214

# Legislative Conference Agenda

8:30am—9:00am | Registration/Coffee and Conversation/Welcome

9:00am—10:15am

## Charting the Course: Employment Law Updates & Legal Trends

### Description:

Join us for an informative session on the latest employment law updates that every HR and people managing professional should be aware of as we wrap up 2023. This engaging presentation will provide a comprehensive overview of the key legal changes affecting the workplace, offering practical insights and strategies to help professionals navigate the evolving landscape and ensuring compliance with changing workplace laws.

### Learning Objectives:

- Review federal and state legislative employment law changes
- Evaluate administrative agency actions that have taken place and those to come in 2024
- Round-up of federal and state court and administrative employment law decisions

### Rebeca M. López (Godfrey & Kahn)

As a shareholder with the law firm of Godfrey & Kahn S.C., Rebeca works with human resources and people professionals, other business leaders, and executives in all sectors. She advises and serves her clients by providing them with support and guidance during challenging times in their operations. Rebeca's ultimate goal is to help clients effectively and efficiently solve difficult employment issues and to implement proactive measures to help clients avoid problems before they arise. Rebeca's expertise includes defending employers before administrative agencies and courts. Rebeca assists businesses in developing and implementing policies and procedures that foster respectful, productive, and efficient work environments. She frequently provides training to human resources and management professionals regarding federal, state, and local laws, as well as practical ways to comply with the law when day-to-day issues arise.

10:30am—11:30am

## The NLRB is Remaking Federal Labor Law: Why Should You Care?

### Description:

The NLRB has recently issued multiple decisions reversing precedents from the Trump administration, strengthening union organizing rights, and expanding employee protections. These decisions extend the NLRB's authority over the nonunion workplace and make it easier for a union to become the representative of your employees. We will cover new and significant precedents, including a new standard for challenges to commonplace work rules, requirements for severance agreements and releases, new and revised rules for union elections, and means by which unions can become the representative of employees.

### Learning Objectives:

- Understand current labor relations landscape under the NLRB
- Review action items for non-unionized/unionized employers in light of recent NLRB decisions.
- Develop understanding of importance of union authorization cards in light of recent NLRB decision.

### Judi Williams-Killackey and Steve Kruzel (Quarles & Brady LLP)

Judith Williams-Killackey is an experienced labor and employment counselor and litigator. She works with clients in the manufacturing, construction, health care, transit and other industries and has extensive experience advising clients on traditional labor issues and litigating in federal and state courts and before administrative agencies and arbitrators.

Steve Kruzel is an experienced litigator and counselor who supports a wide range of employers — from multiple international manufacturers to startups — on traditional labor and employment issues. Steve's practice has an emphasis on union relations, grievance arbitrations, collective bargaining, strategic defense of complex labor and employment disputes, mergers and acquisition support, and class and collective action litigation.

11:30am—12:15pm | Lunch

# Legislative Conference Agenda

12:15pm—1:15pm

## Artificial Intelligence and Workplace Law: What's New, Novel, and Next

### Description:

This presentation will cover the latest developments in workplace law related to artificial intelligence. From new federal agency guidance to the latest federal, state, and local developments, attendees will stay up to date with the latest on this cutting edge topic.

### Learning Objectives:

- Stay up to date on federal agency guidance
- Learn the potential blueprints for future laws being developed in other locations
- Walk away with priorities to address in your workplace policy.

### Jesse R. Dill (Ogletree Deakins)

Jesse focuses on single-plaintiff litigation, class and collective matters under the Fair Labor Standards Act (FLSA), state wage and hour laws, and labor relations pursuant to the National Labor Relations Act (NLRA). He has cost-effectively obtained successful judgments, decisions, and resolutions for his clients in a wide array of forums, including federal and state courts, arbitration proceedings, and administrative hearings before the Equal Rights Division. Jesse represents clients in matters related to labor relations. His experience includes serving as chief negotiator in collective bargaining agreement negotiations, supporting clients negotiating collective bargaining agreement terms, and managing and counseling clients through organizing and decertification petition campaigns.

1:30pm—2:30pm

## Hot Topics in Wage and Hour Law

### Description:

Join us as we discuss the latest hot topics in wage and hour law. The discussion will include DOL activity surrounding wage and hour laws, pay transparency and wage and hour traps for the unwary employer.

### Learning Objectives:

- Learn about legislative and agency activity in the wage and hour area.
- Identify areas of risk and how to mitigate them.

### Sean Scullen and Brenna Wildt (Quarles & Brady)

Sean Scullen is a no-nonsense legal professional with a wide array of experience and particular strengths advising on wage and hour issues and mounting solid defenses against class actions. Sean represents both private and public sector employers in all area of labor and employment law, including multijurisdictional defense of litigation, employment discrimination and whistleblower claims, collective bargaining, contract administration, grievance arbitration, non-competition and trade secret litigation, and federal and state wage and hour, FMLA, USERRA, state military leave and OSHA compliance.

Brenna Wildt advises employers and human resources professionals across a wide range of industries on an array of labor and employment issues. Her counsel covers Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Fair Labor Standards Act, the Family and Medical Leave Act, the Americans with Disabilities Act and other federal, state and local fair employment and anti-discrimination issues. Brenna represents clients in cases in federal and state court and in claims and investigations before the EEOC, the Wisconsin Equal Rights Division and other federal and state agencies. In addition, she represents companies with respect to website accessibility issues and wage and hour matters.

2:40pm—3:30pm

## The New I-9 Procedures and Other Key Immigration Compliance

### Description:

Starting November 1, 2023, U.S. employers begin using a new I-9 Form. Not only is the form new, but employers will have additional means of verifying employees – assuming employers comply with the new rules. Join us to learn how to comply and take advantage of these new opportunities.

### Learning Objectives:

- Understand the New Form I-9
- Analyze new options for remote verification of employees
- Learn about other recent immigration Compliance issues

### Jorge Lopez (Littler Mendelson)

Jorge R. Lopez is the Chair of the Immigration and Global Mobility Practice Group at Littler Mendelson. He has practiced immigration law for more than 30 years and focuses on corporate immigration, processing temporary and permanent corporate visa petitions, and all aspects of the Immigration and Nationality Act regarding visa benefits and Federal I-9 immigration compliance. Jorge often appears before the Department of Homeland Security on immigration benefits and compliance matters, as well as before the Department of State and other state entities regulating immigration compliance. He also represents clients in international forums on global migration issues.

Board-certified in immigration and nationality law by the Florida Bar, Jorge has advised multinational companies on how to meet their global workforce needs and on the management of I-9 audits and federal investigations. He also has actively managed the worldwide transfer of staff for a number of multi-national companies.

3:30pm—3:45pm | Closing Remarks