

6 Convenient Locations

Stevens Point, WI - Holiday Inn

September 14, 2010

Eau Claire, WI - Holiday Inn Campus Area

September 15, 2010

Pewaukee, WI - Country Springs Hotel

September 23, 2010

Milwaukee, WI - Radisson Hotel-Mayfair

September 28, 2010

Madison, WI - Crowne Plaza East Towne

September 30, 2010

Appleton, WI - Holiday Inn Select

October 14, 2010



Presented by
Attorney Thomas P. Krukowski

RECENT DEVELOPMENTS IN EMPLOYMENT LAW FOR WISCONSIN EMPLOYERS **NEW 2010 PROGRAM**

Changes keep coming! This program provides up-to-date information on the latest topics and cases in employment law and valuable insight and guidance about current issues that affect employers and how to avoid unnecessary claims. Topics include:

- **E-mail, computers and social media** – Monitoring employee uses and abuses of company provided and personal technology; blogging, twittering and Facebook; issues of privacy and “textual” harassment; discussion of developing case law
- **Federal and Wisconsin legislative update** – Overview of recently enacted, pending and proposed legislation and impact on employers and employment decisions
- **FMLA update** – Expanded coverage, including domestic partners, military caregivers and military exigency leave; discussion of recent cases and how to deal with abuses; the FMLA and its new relationship with ADA issues
- **Wage and Hour update** – Recent cases and DOL Opinion Letters; the continued increase in FLSA class and collective action claims for violations of paid break and meal periods, working off-the-clock, and donning and doffing activities; safe-harbor provision to preserve exemption despite improper deductions
- **Recent cases involving disabilities** – The increase in EEOC Consent Decrees to settle litigation for failure to accommodate disabled employees, including St. Joseph’s Hospital in West Bend and Sears, Roebuck and Co.
- **Americans with Disabilities Act Amendments Act (ADAAA) and EEOC Regulations update** – Analysis of the EEOC’s 9-23-09 proposed regulations to implement the ADAAA, which reverses 20 years of court decisions and employment practices; strategies for addressing requests for accommodation
- **Employment Agreements/Restrictive Covenants** – Latest case law regarding the enforceability of non-compete, non-solicitation and confidentiality agreements and trade secret covenants; impact of Wisconsin Supreme Court decision in Star Direct, Inc. v. Dal Pra
- **Immigration** – New E-Verify requirements and I-9 forms

4 Easy Ways to Register

We will invoice you. Register via:

- ◆ **Phone** (414) 423-1330
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Hotel information will be sent with registration confirmation.

Seminar cancellations: Refunds are available up to 5 business days prior to the program, less a \$50 cancellation fee.

For more information, call (414) 423-1330 or visit www.krukowski.com.

All sessions 9:30am-2:30pm, lunch & refreshments provided

- \$299 each attendee**
- \$249 each attendee - We own the 2010 edition of the *Employment Law Manual for Wisconsin Employers* (save \$50)**

Name _____

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Union? Yes No # of Employees _____ Gov't. Contractor? Yes No

Additional seminar attendees:

Name _____

Title _____ E-mail _____

Name _____

Title _____ E-mail _____

About Thomas P. Krukowski, Esq.



Tom exclusively represents employers in labor and employment matters with an emphasis on developing practical, creative and efficient methods to prevent employment disputes and, when necessary, aggressively litigating those issues that cannot be resolved within the employment setting.

He has assisted clients with issues concerning virtually all aspects of the employment relationship, including discrimination under Title VII, sexual harassment, ADA, age discrimination, FMLA, OSHA, affirmative action, collective bargaining, NLRB matters, arbitration, wage and hour issues, and class and collective actions. Tom is admitted and licensed to practice law in WI, MN, MO and MA state and federal courts, numerous U.S. Courts of Appeal, before the U.S. District Courts for the Northern District of IL and the Northern and Southern Districts of IN, and before the U.S. Supreme Court.

His firm of Krukowski & Costello, S.C., is a boutique law firm of 12 attorneys that limits its practice to representing management exclusively in all areas of employment and labor law. The firm represents companies of all sizes and works with general business law practitioners on a referral basis on litigation and complicated cases.

Publications to Inform and Guide Employers

Tom is the editor of the *Employment Law Manual for Wisconsin Employers*, a comprehensive guide to federal and Wisconsin employment law. Its 31 chapters include over 1300 pages of information, detailed checklists, step-by-step guidance and case examples so you can make knowledgeable employment decisions and reduce the potential for employment litigation. Updated annually since 1990.



Tom is also the editor of the *FMLA Manual for Wisconsin Employers*. This *Manual* assists employers in complying with federal and Wisconsin FMLA laws. The *Manual* includes key points, checklists, and examples to make drafting your policies and administration of the FMLA easier. The 19 chapters outline and fully discuss each subject so that you can confidently administer your FMLA claims and avoid abuses.



Thomas P. Krukowski, Esq.

KRUKOWSKI
& **COSTELLO** s.c.

7111 W. Edgerton Ave.
PO Box 28999
Milwaukee, WI 53228-0999
(414) 423-1330

tpk@kclegal.com
www.krukowski.com