

About the Authors

Peter L. Albrecht has been representing employers for more than 30 years. He earned his undergraduate and law degrees from Washington University in St. Louis, graduating with honors. After law school, Mr. Albrecht practiced in Chicago for eight years before relocating to Madison, where he became a shareholder in Godfrey & Kahn, S.C. Mr. Albrecht opened his own firm, Albrecht Labor & Employment Law, S.C., in December 2006. In 2009, that firm became Albrecht Backer Labor & Employment Law, S.C. Mr. Albrecht rejoined Godfrey & Kahn, S.C. in 2020. He has argued cases in various administrative agencies, trial courts, and the Seventh Circuit Court of Appeals. He is a frequent speaker on topics related to labor and employment law. Mr. Albrecht also is an adjunct professor at the University of Wisconsin Law School, where he teaches labor and employment law.

Michael Aldana is a partner in the Labor & Employment Group in the Milwaukee office of Quarles & Brady LLP. He represents a broad range of employers in all facets of labor and employment law. Mr. Aldana is a graduate of the University of Wisconsin-Milwaukee and received his law degree from the University of Michigan. He is a frequent lecturer, statewide and nationally, on employment, civil rights, education law, and constitutional topics.

Bradden C. Backer works at Backer Employment Law, LLC. He received his B.S. and J.D. from the University of Wisconsin in 1978 and 1981, respectively, graduating Phi Beta Kappa and Order of the Coif. During and after law school, he clerked for judges on the U.S. Court of Appeals for the Seventh and Fourth Circuits. Mr. Backer has written many articles on employment law topics and has spoken frequently on a wide range of employment and personnel matters to human resource professionals, lawyers, and business and law students. He is a member of the State Bar of Wisconsin and the Milwaukee Bar Association. He is coauthor of *Hiring and Firing in Wisconsin* and *Wisconsin Employment Law* (State Bar of Wisconsin) and author of the following articles for the *Wisconsin Lawyer*: Bradden C. Backer, “Star Direct Takes Restrictive Covenant Law in a New Direction,” *Wis. Law.*, Nov. 2009; Bradden C. Backer & Michael Mishlove, “ADA and WFEA: Differing Disability Protections,” *Wis. Law.*, Oct. 2004, at 11; Bradden C. Backer, “The Scope of Wisconsin’s Privacy Statute,” *Wis. Law.*, Sept. 2003, at 22; and Bradden C. Backer & John J. Kalter,

“Wisconsin Courts Struggle with Geography in Nonsolicitation Agreements,” *Wis. Law.*, Feb. 2002, at 10. Mr. Backer primarily represents employers but does represent employees in the negotiation of employment and separation agreements and all potential parties in restriction disputes. He has substantial experience as an independent investigator in employment matters and serves as a mediator in employment disputes.

Robert H. Buikema is a labor and employment attorney with Buelow Vetter Buikema Olson & Vliet, LLC, Waukesha, which focuses on the representation of private- and public-sector employers. He received his J.D. from Marquette University Law School.

Katherine L. Charlton is a shareholder in the Milwaukee office of Hawks Quindel, S.C. She focuses her practice on employment law, representing employees, fair housing, and family law. She is the co-chair of the State Bar of Wisconsin’s Annual Employment Law Update and an author of two chapters of the State Bar’s *Wisconsin Employment Law* treatise. Ms. Charlton has served in leadership roles for the State Bar of Wisconsin, the Milwaukee Bar Association, the Association of Women Lawyers (Milwaukee), and the ACLU-Milwaukee. She is a Fellow of the Wisconsin Bar Foundation and was in the inaugural class of the State Bar’s G. Lane Ware Leadership Academy. Ms. Charlton has received numerous awards for her pro bono and public service work, including from the Women’s Fund in 2016, the *Wisconsin Law Journal* in 2017, and the Milwaukee Justice Center in 2018.

James J. Chiolino has worked for the Department of Workforce Development since 1991 and in the Equal Rights Division since 1993. Mid-career, Mr. Chiolino took a three-year hiatus from state service and practiced employment law, representing employers. He currently serves as Assistant Equal Rights Division Administrator and Director of the Bureau of Hearings & Mediation. Mr. Chiolino has a Master of Public Administration degree from the University of Wisconsin-Milwaukee and a J.D. from the University of Wisconsin Law School.

Joseph Danas, Jr. is a shareholder in the Milwaukee office of Borgelt, Powell, Peterson & Frauen, S.C. He received his B.S. from the University of Wisconsin-Platteville and his J.D. from Valparaiso University School of Law. Before entering private practice, he was an administrative law judge with the Worker’s Compensation Division of the former Wisconsin Department of Industry, Labor and Human Relations. Mr. Danas is a frequent lecturer on worker’s compensation

topics and is coauthor of the *Worker's Compensation Handbook* and *Wisconsin Employment Law* (State Bar of Wisconsin). He is a member of the Wisconsin Defense Counsel and the Defense Research Institute.

Carmen N. Decot is a partner in the Milwaukee office of Foley & Lardner LLP and is a member of the firm's Labor & Employment practice group. Ms. Decot received her B.S. from the University of Wisconsin-La Crosse and her J.D., with distinction, from the University of Iowa, where she served on the *Journal of Corporation Law*. Ms. Decot is a member of the bars of the state of Wisconsin, the U.S. Supreme Court, the Seventh Circuit Court of Appeals, and U.S. district courts in Wisconsin, Illinois, and Michigan. Ms. Decot is on the State Bar of Wisconsin Labor & Employment Law Section board and is a regular lecturer and author on various labor and employment topics, including equal employment opportunity, leave management and disability accommodation, federal contract compliance, and wage and hour issues.

Jesse R. Dill is of counsel to Ogletree, Deakins, Nash, Smoak & Stewart, P.C. in Milwaukee. Mr. Dill has a wide range of employment law litigation and compliance counseling experience. He has obtained successful judgments and decisions for his clients in a wide array of forums including state and federal courts, arbitration proceedings, and administrative hearings before the Equal Rights Division. This litigation experience complements Mr. Dill's compliance counseling for clients on all aspects of the employment relationship. He regularly assists clients to assess legal liability related to personnel decisions, evaluate and respond to requests for disability accommodations, prepare employment law policies that comply with federal and state law, protect confidential and trade secret information, draft enforceable noncompetition and nonsolicitation agreements, and respond to charges filed with administrative agencies. Mr. Dill has conducted investigations related to a broad range of employment law issues, including workplace violence and harassment. He also has substantial experience presenting in house and to organizations on workplace topics with audiences enjoying his upbeat, interactive, and entertaining style. He has been quoted as a legal expert for issues related to social media and the workplace by CNN and *Fortune*. Mr. Dill received his B.A. from the University of Wisconsin-Madison and his J.D. from Marquette University Law School.

Nicholas E. Fairweather is a shareholder with Hawks Quindel, S.C. He received his undergraduate degree from Lawrence University and his law degree from Case Western Reserve University. Mr. Fairweather is a past

chair of the Solo/Small Firm & General Practice Section of the State Bar of Wisconsin. He has served on the boards of the Tenant Resource Center and Community Justice, Inc., both Madison nonprofit organizations. He focuses his practice on employee-side employment counseling and litigation and civil litigation, including consumer protection matters. He practices out of the Madison office of Hawks Quindel, S.C.

Colin B. Good is senior counsel with Hawks Quindel, S.C. He received his undergraduate degree with honors from Lawrence University and his law degree from the University of Montana School of Law. Mr. Good is a board member of the Labor & Employment Law Section and the Public Interest Law Section of the State Bar of Wisconsin. Mr. Good focuses his practice in the areas of employment and labor law, with particular experience in litigating various employment issues in local, state, and federal courts as well as administrative agencies. He practices out of the Madison office of Hawks Quindel, S.C.

Jill Hartley is a partner at The Previant Law Firm, S.C. She practices exclusively in the area of labor and employment law, representing the interests of labor unions, union members, union benefit funds, and individual employees. Ms. Hartley has represented unions and employees in both the state and federal courts, before the National Labor Relations Board, before the state labor relations agencies, and in front of state and federal administrative agencies and arbitrators. She received her J.D. from Drake University Law School.

Eric E. Hobbs is a partner in the Milwaukee office of Ogletree, Deakins, Nash, Smoak & Stewart, P.C., where he chairs the firm's 50-plus-lawyer Workplace Safety Practice Group. Mr. Hobbs represents employers in labor and employment matters, including OSHA and MSHA enforcement and litigation. Mr. Hobbs coauthored and served as a chapter editor for the American Bar Association's treatise, *Occupational and Safety Health Law*, 2d, 3d and 4th eds., published by Bloomberg/BNA, and has been published in the *St. Louis Law Journal*, the *Christian Scholars Review*, and the *Journal of Legal Education*. Mr. Hobbs is a member of the State Bar of Wisconsin and the Milwaukee, Seventh Circuit, and American Bar Associations. He also has testified before Congress on OSHA issues. He serves as counsel to the Milwaukee Symphony Orchestra and is immediate past chair of the Milwaukee County Commission for Persons with Disabilities. He also is past management co-chair of the ABA Labor and Employment Law Section's

Occupational Safety and Health Law Committee and sits on numerous boards. He received his B.A. with honors from Calvin College and his Doctor of Laws from Cornell Law School.

Elizabeth N. Larson is an associate in the Milwaukee office of Michael Best & Friedrich LLP, where she represents employers in labor and employment matters. Ms. Larson recently coauthored an article in *Law 360* titled “The Pros and Cons of the Latest OFCCP Tools,” dealing with federal contractor compliance issues. Ms. Larson is a member of the State Bar of Wisconsin, the Eastern and Western Districts of Wisconsin, and the Seventh Circuit and Milwaukee Bar Associations. She received her B.A. from the University of Minnesota and her Doctor of Laws, cum laude, from Marquette University Law School.

David Lucey is a partner in the Milwaukee office of Foley & Lardner, LLP. He received his B.A. from Harvard University and his J.D. from the University of Chicago, where he served on the *University of Chicago Law Review*. In 1984, after a federal district court clerkship, he joined Foley & Lardner, where his practice has involved general commercial litigation, as well as representation of employers and employees in noncompetition and trade-secret disputes.

Kerry Mohan is Director, Labor & Employment Counsel at Spectrum Brands, Inc. in Madison. His practice focuses on counseling employers on compliance on a wide variety of federal and state employment and labor issues regarding occupational safety and health, corporate transactions, employee discipline, terminations and reductions in force, performance counseling, employment litigation, leaves of absences and accommodations, collective bargaining agreements, union organizing, executive compensation, employee severance, and whistleblowing. Mr. Mohan is a graduate of the University of Wisconsin Law School and Emory University.

Summer Murshid graduated from Georgetown University Law Center in 2009, after which she joined the labor and employment practice group at Hawks Quindel, S.C. She represents plaintiffs in individual and class-action wage-and-hour litigation in both state and federal court. She also practices in the area of plaintiff-side employment discrimination. She served on the State Bar of Wisconsin Labor & Employment Law Section board for three terms and was the chair of the Milwaukee chapter of the ACLU from 2010 to 2011. She also works on the Election Protection Legal Coordinating Committee and volunteers with Wills for Heroes and the Volunteer Lawyers Project.

Christopher L. Nickels is a partner in the Labor & Employment Group in the Milwaukee office of Quarles & Brady LLP. He represents employers in all labor and employment areas, including providing front-end employment solutions such as wage-and-hour audits, leave law compliance, and employee discipline and discharge guidance, as well as defending employers against claims involving wage-and-hour violations, civil rights, wrongful discharge, and interpretation of collective bargaining agreements. He has experience representing clients in federal and state court, in arbitration proceedings, and before administrative agencies.

Greg W. Renz is a partner in the Milwaukee office of Foley & Lardner LLP. He received his B.A., *summa cum laude*, from Marquette University and his J.D., *cum laude*, from the University of Chicago Law School. Before shifting to part-time status, he was a frequent lecturer on employee benefits issues, including qualified and nonqualified deferred compensation plans and ESOPs. He is a member of the State Bar of Wisconsin and the Milwaukee Bar Association and is a past president of the Greater Milwaukee Employee Benefits Council.

Marisa L. Roubik is an assistant city attorney with the City Attorney's Office in Racine, Wisconsin, concentrating in labor and employment law. Attorney Roubik previously worked for Buelow Vetter Buikema Olson & Vliet, LLC, where she advised both public- and private-sector employers in all areas of labor, employment, and school law. Attorney Roubik received her B.A. from the University of Wisconsin-Madison and her J.D. from Marquette University Law School.

Tracey L. Schwalbe is the former General Counsel for the Wisconsin Labor and Industry Review Commission in Madison. She was formerly the unemployment insurance research attorney for the Division of Unemployment Insurance in the Department of Workforce Development. Before her state service, she worked in private practice for many years. She received her B.A. from the University of Wisconsin-Madison and her J.D. from the University of Wisconsin Law School. She is a member of the State Bar of Wisconsin, a member and past chair of the Indian Law Section, and past president of the Green County Bar Association.

Robert K. Sholl is a shareholder in the Labor and Employment Department of Reinhart Boerner Van Deuren s.c. He represents management in all aspects of labor and employment law. Mr. Sholl was a Senior Fellow at Dartmouth College, from which he received his A.B.

magna cum laude, with highest distinction, graduating Phi Beta Kappa. He received his M.A. in industrial relations from the University of Warwick Business School, Coventry, England, and his J.D. from the University of Chicago Law School. He is coauthor of *Hiring and Firing in Wisconsin* and *Wisconsin Employment Law* (State Bar of Wisconsin), “Age Discrimination and the Modern Reduction in Force” (*Marquette Law Review*), and “Plant Closing Legislation,” “Family & Medical Leave Acts: Where Lie the ‘Greater Rights’?,” and “Agreements to Arbitrate Statutory Employment Claims” (all three appearing in the *Wisconsin Lawyer*).

Jonathan T. Swain is a senior attorney with Lindner & Marsack, S.C., Milwaukee. He received his B.A. from Carroll College and his J.D. from Marquette University. He is a contributing author to *The Law of Damages in Wisconsin* and *Wisconsin Employment Law* (State Bar of Wisconsin) and a frequent lecturer on labor and employment law matters. Mr. Swain represents management in all aspects of labor and employment law. He concentrates his practice in representing employers in collective bargaining and contract administration, as well as employment discrimination defense. He is a member of the State Bar of Wisconsin (past chair of Labor & Employment Law Section) and the American Bar Association (Labor Law Section; Individual Rights and International Labor Law subcommittees).

Jeffrey P. Sweetland is a senior lawyer in the Milwaukee and Madison firm of Hawks Quindel, S.C., practicing primarily in the areas of labor and employment law on behalf of unions and employees. He received his B.A. from Dartmouth College in 1968 and his J.D., summa cum laude, from the University of Mississippi in 1984. He is a member of the State Bars of Wisconsin, Mississippi, and Georgia and a former director of the State Bar of Wisconsin’s Labor & Employment Law Section.

Rose Ann Wasserman is an administrative law judge with the Equal Rights Division of the Wisconsin Department of Workforce Development. She previously was a trial attorney in the Milwaukee district office of the U.S. Equal Employment Opportunity Commission. Ms. Wasserman received her undergraduate degree from the University of Wisconsin-Madison and her law degree from the University of Wisconsin Law School. She is a member of the State Bar of Wisconsin and the Milwaukee Bar Association and previously served as a director of the State Bar’s Labor & Employment Law Section. Ms. Wasserman is the author of *A Guide to Wisconsin Employment Discrimination Law* and coauthor of *Wisconsin Employment Law* (State Bar of Wisconsin).

Samantha J. Wood is an attorney with Lindner & Marsack, S.C., Milwaukee. She received her J.D. from the University of Wisconsin Law School, cum laude, in 2013. Ms. Wood represents management in all aspects of labor and employment law, including wage and hour, employment discrimination defense, unemployment insurance, immigration, family and medical leave, workplace health and safety, and restrictive covenant agreements.