

## About the Authors

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**Shannon A. Allen** is a partner in the Brookfield office of DeWitt LLP. She received her B.S. from the University of Southern California (with honors) in 1992 and her J.D. from the University of Wisconsin in 1995. Ms. Allen's focus is on litigation and related counsel. Her employment law practice focuses on advising employers concerning a wide range of employment matters, including hiring, firing, and discrimination-related matters and employee handbooks. Ms. Allen routinely represents employers before administrative agencies as well as in state and federal courts.

**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 *Wisconsin Lawyer*: Bradden C. Backer, "*Star Direct* Takes Restrictive Covenant Law in a New Direction," Wis. Law., Nov. 2009, at 10; 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.

**Stephanie Brown** is an administrative law judge with the Equal Rights Division (ERD) of the Wisconsin Department of Workforce Development. Prior to joining the ERD, she practiced employment law, representing

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**Martha Leigh Burke** graduated from the University of Wisconsin Law School in 2022 and joined Hawks Quindel S.C. immediately after graduating. She is a bilingual attorney and represents employees in employment discrimination and worker's compensation cases. She is a board member of EJI Inc., a nonprofit that supports the work of the University of Wisconsin Law School clinics. She also serves as a volunteer mentor through the Eastern District of Wisconsin Bar Association mentoring program and co-chairs the labor and employment CLE section for the Milwaukee Bar Association.

**James J. Chiolino** has worked for the Department of Workforce Development (DWD) since 1991 and in the Equal Rights Division (ERD) from 1993 through 2021. Mid-career, Mr. Chiolino took a three-year hiatus from state service and practiced employment law, representing employers. After returning to the DWD in 2010, he worked as director of the ERD's Hearings and Mediation Bureau. Since December 2021, Jim has worked as administrator of the DWD's Unemployment Insurance Division. He has a Master of Public Administration degree from the University of Wisconsin-Milwaukee and graduated cum laude from the University of Wisconsin 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 and is a longtime member of the Labor & Employment Law Section. 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. He practices out of the Madison office of Hawks Quindel, S.C.

**Victor Forberger** is a solo practitioner in Madison. Previously, he was an administrative law judge in unemployment appeals in Massachusetts and then a hearing officer for the state labor relations commission in Massachusetts. Since 2009, he has been either a supervising attorney or the managing attorney for the Unemployment Compensation Appeals Clinic, Inc., through which law students at the University of Wisconsin Law School handle unemployment cases. He has a J.D. from Northeastern School of Law and is a member of the state bars in Wisconsin and Massachusetts and the National Lawyers Guild.

**John C. Gardner** is a partner in the Madison office of DeWitt LLP. He received his B.S. from the University of Wisconsin–Madison in 2000 and his J.D. from Marquette University in 2004, graduating magna cum laude. Mr. Gardner is a management-side employment attorney, regularly counseling employers on a wide variety of employment law matters and representing employers in federal and state courts and administrative agencies. Mr. Gardner is a frequent presenter on employment law topics, speaking to employers, human resources professionals, law students, and attorneys. In addition, he is a frequent author of articles relating to employment law and served as the senior note and comment editor of the *Marquette Law Review*. Mr. Gardner is chair of DeWitt’s Labor & Employment Practice Group.

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**Jill M. 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.

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**David Lucey** is a lawyer, mediator, and arbitrator and is the sole member of Lucey Legal Service, LLC. 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 began a private practice in Milwaukee that encompassed general commercial litigation, as well as representation of employers and employees in noncompetition and trade-secret disputes.

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**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's 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 serves as the secretary for the Executive Board of the National Employment Lawyers Association and leads Wisconsin's Election Protection Legal Coordinating Committee.

**Christopher L. Nickels** is a partner in the Labor & Employment Group at the Milwaukee office of Quarles & Brady LLP. His expertise encompasses proactive employment solutions such as conducting wage-and-hour audits, ensuring compliance with disability and leave laws, and offering guidance on employee discipline and discharge. Additionally, he

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**Tyler Roth** is a partner in the Labor & Employment Group at Quarles & Brady LLP in its Milwaukee office. His practice focuses on counseling employers on compliance with a wide variety of federal and state employment and labor issues, including personnel policies, employee discipline, terminations and severance, reductions in force, performance counseling, employment litigation, leaves of absences and accommodations, union organizing, and labor arbitration. Mr. Roth is a graduate of Georgetown University Law Center and the University of Wisconsin–Madison.

**Marisa L. Roubik** is the deputy city attorney for the City Attorney’s Office in Racine, Wisconsin, where her practice concentrates in labor and employment law. Attorney Roubik received her B.A. from the University of Wisconsin–Madison and her J.D. from Marquette University Law School.

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**Karl A. VanDeHey** is a shareholder in the Milwaukee office of Borgelt, Powell, Peterson & Frauen, S.C. He graduated with a Bachelor of Science degree in mathematics from the University of Wisconsin–Madison School

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**Rose Ann Wasserman**, served as an administrative law judge with the Equal Rights Division of the Wisconsin Department of Workforce Development for over 30 years. She previously worked as 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. Ms. Wasserman is a coauthor of *Wisconsin Employment Law* and the author of *A Guide to Wisconsin Employment Discrimination Law* (State Bar of Wisconsin).

**Matthew P. White** has been the director of the Wisconsin Department of Workforce Development's Equal Rights Division Bureau of Investigations since 2018, overseeing the division's wage and hour investigators. Before 2018, he worked as an equal rights officer in the Equal Rights Division and a program and policy analyst for the Bureau of Apprenticeship Standards. He graduated cum laude from the University of Wisconsin Law School.

**Michael C. Wieber** is an attorney in Boardman & Clark LLP's Employee Benefits practice and is admitted to the bar in Wisconsin and Florida. With almost 20 years of experience as in-house counsel for two nationally recognized trustees and plan record keepers, he combines business and legal perspectives to assist clients of all sizes across diverse industry sectors with the design, implementation, administration, and termination of employer plans. Mr. Wieber also guides plan sponsors and trustees through the ever-changing landscape of fiduciary investment rules and provides advice on fiduciary best practices. Mr. Wieber received his B.B.A. from the University of Notre Dame and his J.D. with honors from Northwestern University School of Law.

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