

# Laurie E. Meyer

Milwaukee, WI

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## PARTNER

### Overview

Laurie draws on her background in human resources to find creative solutions to everyday problems. Her goal is always to find the most efficient and cost-effective solution so her clients can continue to do what they do best.

With more than 20 years in employment law, Laurie's depth of experience allows her to provide legal assistance to employers in ways that minimize risk, avoid litigation and support long-term business goals. She advises her clients on how labor and employment-related legislation and regulation may affect their businesses and assists clients in developing handbooks, policies and practices. She also guides her clients in difficult employment matters, from employee performance reviews, terminations, reductions-in-force, wage-and-hour issues, and responding to discrimination and harassment complaints. Laurie has conducted sensitive, high-stakes employment-related investigations, and assisted businesses and organizations with business transactions, including drafting severance agreements and advising on due diligence and facility closing and layoff issues. Laurie regularly drafts, reviews, and enforces restrictive covenant agreements including non-compete agreements and confidentiality agreements, as well as preparing and reviewing employment agreements.

Laurie handles litigation matters involving Title VII, the Americans with Disabilities Act, the Fair Labor Standards Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, the Occupational Safety and Health Act, the Wisconsin Fair Employment Act, as well as other federal, state, and local laws and ordinances. She also handles unreasonable refusal to rehire worker's compensation claims and unemployment compensation claims.

Laurie frequently lectures and conducts in-house management and supervisor training for human resource organizations and companies of all sizes in the areas of medical leave management, social media and electronic communication management, and illegal harassment.

### SERVICES

Employment Advice & Counsel

Government Regulation, Audit & Compliance

Labor, Employment, Benefits & Immigration

Mandatory Training

OSHA

Staffing Agency, Independent Contractor & Contingent Workforce

Unfair Competition Counseling & Litigation

Wage & Hour

Workplace Investigations

### EDUCATION

Marquette University Law School, J.D., 1998

Carroll University, B.A., 1992

### ADMISSIONS

Wisconsin

## Membership & Involvement

- Board Member: Wisconsin Veterans Chamber of Commerce
- Board Member: Economics Wisconsin

## In the Media

Milwaukee Business Journal's Table of Experts: A Shot in the Arm - *Milwaukee Business Journal* Quotes Laurie Meyer

## Alerts

OSHA's Vax or Test Mandate for Employers with 100+ Employees Is Back in Effect. What's Next for Employers?

What's Next for Employers: OSHA's Vaccine and Testing Mandate

Costly Mistakes Employers Make with Their Non-Competition Agreements. Plus: Looking Ahead to Biden's Push to Increase Competition

Congress Declines to Extend Mandated FFCRA Leave Beyond December 31 But Provides Tax Credit to Employers Who *Voluntarily* Extend Paid Leave

"Health Care Providers" Under the FFCRA: Department of Labor Revises the Regulation and Focuses the Field of Employees Eligible for Leave

Avoiding Employment-Related Liability as Employees Return to Work

U.S. Supreme Court Rules Title VII Protects Gay and Transgender Employees from Employment Discrimination

Given Remote and Hybrid Re-Opening of Schools, When Is a School "Closed" and When Can Employees Take Expanded FMLA? Department of Labor Issues Updated Guidance

FFCRA Regulations

The "Small Business Exemption" to the Families First Coronavirus Response Act (FFCRA): Who Qualifies? And What is the Exemption?

IRS Issues Strict Rules and Documentation Requirements for Required Paid Leave Credit, Launches Employee Retention Credit

President Trump Signs Relief Package for Employers: Families First Coronavirus Response Act

Telework, Shortened Work Schedules, Layoffs, and Worksite Closures: Handling Employment Interruptions in the Age of COVID-19

Department of Labor Publishes its Final Rule to Overtime Law

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Qualified Plan Compliance Just Got Easier: New Self-Correction Options For Tax-Qualified Retirement Plan Errors

What Do You Do When Your Employee Doesn't Want to Count Leave Against FMLA Entitlement?

Department of Labor Proposes New Changes to Overtime Law

When can you dock your employees' wages for mistakes, damages or theft? Not knowing the answer to this question can cost you.

Seventh Circuit Rules Sexual Orientation Workplace Discrimination Is Illegal

### Speaking Engagements

Illinois, Wisconsin, and Federal Employment Law Update  
Event, Amundsen Davis Webcast, May 31, 2023

Illinois, Wisconsin, and Federal Employment Law Update  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, April 27, 2023

Illinois, Wisconsin, and Federal Employment Law Update  
Speaking Engagement, Hampton Inn Chicago/Gurnee; Gurnee, IL, April 27, 2023

Defending Discrimination Claims Filed with the Equal Employment Opportunity Commission and the Wisconsin Equal Rights Division  
Event, Seminar; Green Bay, WI, September 21, 2022

Managing Staff Issues Amid the Latest Covid-19 Requirements  
Speaking Engagement, Kalahari Resort; Wisconsin Dells, WI, March 22, 2022

Labor and Employment Laws and Regulations in 2022  
Event, Seminar; DePere, WI, January 26, 2022

Vaccines, Testing, and Reopening the Economy. What Do You Need to Know?  
Speaking Engagement, BizTimes Media and Novir, Webcast, March 18, 2021

Changes to Medical Leave in the COVID Age  
Speaking Engagement, 35th Annual DBE Workshop and Secretary's Golden Shovel Awards, Webcast, February 25, 2021

Vaccination Policy Considerations and Other Trending Employer Challenges for 2021  
Event, Webcast, February 9, 2021

COVID-19 Relief in 2021: What Employers Need to Know  
Speaking Engagement, BizTimes Media, Old National Bank, and SVA Certified Public Accountants, Webcast, January 21, 2021

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Identifying Key Liability Risks in the Workplace and Among Your Workforce  
Speaking Engagement, WI Veterans Chamber, Seminar, July 24, 2020

It's Time To Thrive – Getting Your Business Back On Track in 2020  
Speaking Engagement, BizTimes Media's Family & Closely Held Business Summit  
2020, Webcast, July 22, 2020

Identifying Key Liability Risks in the Workplace and Among Your Workforce  
Speaking Engagement, BizTimes Media, Webcast, June 30, 2020

Returning to Work: What will business look like after COVID-19?  
Speaking Engagement, Creative Business Interiors and The Horton Group,  
Webcast, June 4, 2020

COVID Era and Beyond: Managing Workforce Liability Under a New Normal  
Speaking Engagement, BizTimes Media, Webcast, April 23, 2020

Managing Your Workforce in the #SaferAtHome Era  
Event, Amundsen Davis, Webcast, March 30, 2020

Avoiding Common Mistakes in Restrictive Covenant and Independent Contractor  
Agreements  
Speaking Engagement, Ingleside Hotel; Pewaukee, WI, February 19, 2020

Common Mistakes on Non-Competes and Independent Contractor Agreements  
Speaking Engagement, Good City Commons; Milwaukee, WI, October 22, 2019

Navigating Mental Health in the Workplace – Avoiding Legal and Practical Pitfalls  
Event, Green Bay, WI, May 7, 2019

41st Annual Public Officials Program  
Event, The Marq; De Pere, WI, April 29, 2019

Before the Job Offer: Pre-Hire Pitfalls  
Event, Green Bay, WI, February 26, 2019

Do You Discriminate If You Don't Accommodate?  
Event, Green Bay, WI, November 13, 2018

Navigating Employment Laws Unique to Hiring Veterans  
Speaking Engagement, BizTimes Media's Next Generation Manufacturing Summit  
2018; Waukesha, WI, October 4, 2018

EEO Reporting and Tracking  
Speaking Engagement, Wisconsin Veterans in the Workforce Summit; Milwaukee,  
WI, September 21, 2018

Family & Closely Held Business Summit 2018  
Event, BizTimes Media; Milwaukee, WI, June 14, 2018

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40th Annual Public Officials Program  
Event, The Marq; De Pere, WI, April 30, 2018

Foxconn: Get In On the Ground Floor  
Event, The Daily Reporter; Webcast, April 26, 2018

Legal Audits for Business and Employment Issues  
Event, Emmons Business Interiors; Milwaukee, WI, March 22, 2018

Your Workforce: Trump Administration Employment Law - Year Two  
Event, Green Bay, WI, March 6, 2018

Anatomy of an ERD Hearing  
Event, Green Bay, WI, November 7, 2017

HR Management: Employment Supervision, Management, and Discipline  
Speaking Engagement, Radisson Hotel & Conference Center; Green Bay, WI,  
November 3, 2017

Next Generation Manufacturing Summit 2017  
Speaking Engagement, Wisconsin Exposition Center at State Fair Park; West Allis,  
WI, October 4, 2017

Family & Closely Held Business Summit 2017  
Speaking Engagement, Potawatomi Hotel & Casino; Milwaukee, WI, July 12, 2017

Your Business and Public Accommodation Laws: An LGBT Focus  
Speaking Engagement, Crowne Plaza Milwaukee Airport; Milwaukee, WI, May 24,  
2017

39th Annual Public Officials Program  
Speaking Engagement, The Marq; De Pere, WI, April 26, 2017

Legal Audits for Business and Employment Issues  
Speaking Engagement, 31st Annual DBE Workshop and Secretary's Golden  
Shovel Awards, February 9, 2017

### Blog Posts

Register Now! Illinois, Wisconsin, and Federal Employment Law Update Webcast  
on May 31  
*Labor & Employment Law Update*, May 18, 2023

Employers Beware: Calculating FMLA Intermittent Leave Can Result in More (or  
Less) Than 480 Hours Per Year  
*Labor & Employment Law Update*, March 3, 2023

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