

LABOR, EMPLOYMENT & IMMIGRATION PRACTICE GROUP 2015 YEAR IN REVIEW

Godfrey & Kahn's Labor, Employment & Immigration Practice Group is organized around a core group of attorneys who provide legal services to clients regarding the complex web of statutory, judicial and regulatory authority concerning workplace matters. During 2015, our practice group worked on a wide spectrum of labor and employment matters—only a few of which are recounted below. In these situations, and many others, we helped clients achieve positive outcomes, thereby reducing risk and increasing profitability. We look forward to an exciting 2016 and will continue to work hard to provide our current clients and new clients with outstanding results. If you or your company could benefit from our services, please contact Christine Liu McLaughlin, Labor, Employment & Immigration Practice Group chair, at 414.287.9232 or cmclaughlin@gklaw.com.

- Assisted grocery cooperative in deploying a multi-faceted strategy to **defeat a union attempt at micro-organizing** the workforce.
- Successfully represented a **global leader in the power generation industry** through a multi-jurisdictional discrimination lawsuit.
- In partnership with the Litigation team, represented a multi-national insurance company in a 42 U.S.C. § 1981 **class action citizenship discrimination lawsuit**.
- Assisted one of the largest **mortgage lenders** in the country in comprehensive implementation of employment practices, creating innovative employment policies, and comprehensive management training.
- Assisted in the **acquisition of a national service provider** by reviewing and analyzing compensation plans, personnel policies, and restrictive covenants.
- Favorably **negotiated indemnity terms** to account for potential liability associated with legacy employment policies.
- Obtained favorable employment terms for workforce during the sale of a **regional trucking company by auditing and advising on their multi-state employment practices**.
- Reviewed complex restrictive covenant matters related to the assumption of existing employment agreements in a multiple jurisdiction acquisition of a **business management software company**.
- Performed **Form I-9 due diligence** for corporate M&A.
- **Structured acquisition documents** to effectively account for the assumption of employees from a third-party professional employer organization (PEO) to the buyer's payroll, and advised on post-acquisition matters related to employee on-boarding.
- Provided **ongoing advice** on all aspects of **state and federal labor and employment regulations** for a national educational products provider.
- Advised a Wisconsin-based global manufacturer on **innovative, culture-centric policies and practices and cross-border issues**, including data privacy and retention, and providing practical solutions to integrated culturally-sensitive employee training.
- Represented a Wisconsin public employer in **collective bargaining and interest arbitration process**.
- Successfully **negotiated a successor labor contract for a Wisconsin hospital** which is part of a multistate system.
- Provided advice and counsel to various Wisconsin employers regarding the application and implementation of the newly enacted "**Right to Work**" legislation.
- In partnership with the Litigation Team, represented a unique sector company in a **wage and hour collective action** in Wisconsin federal court. Defeated motion for conditional certification of collective action.
- Prevailed in a **grievance arbitration** in which the Union challenged the client's use of subcontract labor as violating the labor agreement.
- Successfully **pursued a non-compete case** for a healthcare client.
- Prevailed in a federal court **whistleblower protection litigation** case.
- Successfully represented a client before the **Illinois Department of Human Rights**.
- Successfully defended a client before the **Madison Equal Employment Opportunities Commission**.
- Curtailed post-employment competitive conduct on behalf of clients seeking **enforcement of a restrictive covenant agreement**.
- Successfully obtained **no probable cause determination** in alleged disability and race discrimination claims.
- Successfully defended an employer against an employee's **arrest and conviction record claims**.
- Successfully defended an employer in **alleged sexual harassment and gender discrimination case**.
- Successfully mediated a federal race discrimination claim in the **Northern District of Illinois**.
- Negotiated **successful transition of employees** following multiple mergers and acquisitions.
- Proactively advised clients on **revisions to employee handbooks, leave forms and documentation, WARN Act compliance, and other policies and procedures**.
- Assisted client with **navigating complicated exemption issues for nonimmigrant workers in H-1B status**.

Labor, Employment & Immigration Team



Jon E. Anderson
Madison
608.284.2610
janderson@gklaw.com



Rebeca M. López
Milwaukee
414.287.9634
rlopez@gklaw.com



Annie L. Eiden
Green Bay
920.436.7691
aeiden@gklaw.com



Aaron P. McCann
Green Bay
920.436.7671
amccann@gklaw.com



Rufino Gaytán III
Milwaukee
414.287.9572
rgaytan@gklaw.com



Christine Liu McLaughlin
Milwaukee
414.287.9232
cmclaughlin@gklaw.com



John A. Haase
Green Bay
920.436.7669
jhaase@gklaw.com



Kathryn A. Mills
Milwaukee
414.287.9213
kmills@gklaw.com



Michael D. Huitink
Milwaukee
414.287.9605
mhuitink@gklaw.com



Tom O'Day
Madison
608.284.2228
today@gklaw.com



Josh Johanningmeier
Madison
608.284.2637
jjohanningmeier@gklaw.com



Monica Santa Maria
Madison
608.284.2624
msantamaria@gklaw.com



Margaret R. Kurlinski
Milwaukee
414.287.9539
mkurlinski@gklaw.com



Gene T. Schaeffer, Jr.
Madison
608.284.2655
gschaeffer@gklaw.com



M. Scott LeBlanc
Milwaukee
414.287.9614
sleblanc@gklaw.com



Thomas N. Shorter
Madison
608.284.2239
tshorter@gklaw.com

Labor, Employment & Immigration Law Blog

All in a Day's Work®, a law blog hosted by our Labor, Employment & Immigration Practice Group, provides readers with unique perspectives from our attorneys on trending issues and topics regarding national, state and local labor, employment and immigration law developments that affect human resources and client businesses.

We invite you to read our posts and share your comments on All in a Day's Work® by visiting www.godfreykahnlawblogs.com.

About Godfrey & Kahn, S.C.

With more than 160 lawyers, Godfrey & Kahn, S.C. is one of Wisconsin's leading business law firms serving growing companies who seek high quality and cost effective legal counsel. Our firm was founded on a simple idea - judge our success by the success of our clients. We serve clients by first understanding their business and their needs, and then by offering strategic legal advice and smart, practical solutions to real world challenges. Our attorneys are quick to collaborate in the interest of client success and service our clients' needs with efficiency and responsiveness. Our firm offers a variety of legal services in the following areas: Corporate & Securities, Banking & Financial Institutions, Mergers & Acquisitions, Litigation, Investment Management, Environment & Energy Strategies, Estate Planning, Intellectual Property, Labor & Employment, Business Finance, Bankruptcy & Restructuring, Insurance, Tax & Employee Benefits and Real Estate. Founded in 1957, Godfrey & Kahn maintains offices in Milwaukee, Madison, Appleton, Green Bay and Waukesha, Wisconsin; and Washington, D.C.

GODFREY & KAHN S.C.

OFFICES IN MILWAUKEE, MADISON, WAUKESHA, GREEN BAY AND APPLETON, WISCONSIN AND WASHINGTON, D.C.

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