



## A Supervisor's Guide to Navigating the Law Involving Common Employment Problems

### DATES:

**September 26, 2023**

### TIME:

**8:00 a.m. – 4:30 p.m.**

### COST:

**\$125**

### LOCATION:

**WCTC  
800 Main Street  
Pewaukee WI 53072**

### REGISTER ONLINE:

**[www.wctc.edu/citraining](http://www.wctc.edu/citraining)**  
*Select Specialized Training*

*"Exceeded expectations. Ryan was very knowledgeable on the subject matter. Excellent training for new supervisors or supervisors that have been working for a while."*

*"The class was well rounded and covered the most important topics. It was a great refresher with some new updates also."*

Attendees from April 2022



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On any given day, public-sector supervisors are required to address and resolve a wide-range of personnel issues. For appropriate and effective resolution of these issues, supervisors must be able to navigate the human dynamic, internal policies and procedures, practical considerations, and numerous state and federal laws.

This class is designed to help supervisors directly confront the challenges associated with the personnel-related issues they regularly face by equipping them with a foundational understanding of the practical considerations and legal requirements governing those issues. The breadth and depth of this class makes it ideal for supervisors who are new and those with vast experience.

The topics covered in the presentation include, but are not limited to:

- First Amendment Issues
- Disability and Religions Accommodations
- Unlawful Harassment, Discrimination & Retaliation
- Common FLSA Missteps
- The Five Common Mistakes Supervisors Make (Ex: Probationary Periods, Past Practices, Mandatory/Permissive Subjects of Bargaining & Employment Documentation)
- The FMLA/DFMLA

### Instructor:

Attorney Ryan Heiden is a member of von Briesen & Roper, s.c.'s Government Law Group where he focuses his practice on labor and employment issues. Ryan regularly advises counties and municipalities on a wide array of labor and employment issues, including anti-discrimination practices, employee discipline, personnel policies, collective bargaining, grievances, and employment agreements. He has experience advising counties and municipalities on the unique labor and employment issues faced by fire departments, police departments, sheriff's departments, and police and fire commissions.

