



## Jennifer L. Ciralsky

Office Managing Shareholder

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## Focus Areas

Discrimination and Harassment

Wage and Hour

Leaves of Absence and Disability Accommodation

Home Health and Home Care

## Overview

Jennifer L. Ciralsky advises and represents employers in a broad range of employment law matters arising under federal and state law, including claims based on:

- Title VII
- The Family and Medical Leave Act
- The Americans with Disabilities Act
- The Fair Labor Standards Act
- The Age Discrimination in Employment Act
- The Wisconsin Fair Employment Act

She appears before the Equal Employment Opportunity Commission, the Wisconsin Equal Rights Division and in federal courts defending management in employment litigation and administrative charges, particularly in the area of discrimination. Jennifer also represents employers before FINRA.

Additionally, Jennifer counsels clients in wage and hour and FMLA compliance, discipline and terminations, and affirmative action obligations.

Previously, Jennifer worked in the employment groups at a large Washington, D.C. firm and a large Milwaukee firm.

## Professional and Community Affiliations

- Chair, Board of Directors, Jewish Family Services of Milwaukee
- Member, American Bar Association

## Recognition

- Named, The Best Lawyers in America®, 2021-2024
- Ranked, Labor & Employment, *Chambers USA*, 2017-2023
- Order of the Coif
- Beta Gamma Sigma, International Honor Society

## Education

J.D., Georgetown University Law Center, 2002, *magna cum laude*

M.B.A., Georgetown University, 2002

B.A., University of Wisconsin, 1996

## Bar Admissions

Wisconsin

District of Columbia

## Courts

U.S. District Court, Eastern District of Wisconsin

U.S. District Court, Western District of Wisconsin

U.S. District Court, Northern District of Illinois

## Publications & Press

### **Littleton Recognized in 2023 Chambers USA Guide**

*Littleton Press Release*

June 6, 2023

### **Wisconsin Employers Can Insist Upon Unpaid Lunch Breaks, Seventh Circuit Rules**

*Littleton ASAP*

February 2, 2023

### **Littleton Ranked in Chambers USA Guide 2022**

*Littleton Press Release*

June 1, 2022

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

**Littler Ranked in Chambers USA Guide 2021**

*Littler Press Release*

May 27, 2021

**New Wisconsin Law Provides Immunity from COVID-19 Liability, With Limited Exceptions**

*Littler ASAP*

March 1, 2021

**Littler Appoints Three Office Managing Shareholders**

*Littler Press Release*

December 22, 2020

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

**Littler Ranked in 2019 Chambers USA Guide**

*Littler Press Release*

April 25, 2019

**Wisconsin Court Overturns \$2.2 Million Jury Verdict in Favor of Former Doctor, Finding His Employment-at-Will Agreement Was Not Superseded by a Subsequent Policy**

*Littler Insight*

August 24, 2017

**Wisconsin Legislature Proposes Employer-Friendly Changes to State Employment Laws Related to Offers of Settlement and Remedies**

*Littler ASAP*

February 23, 2017

**Wisconsin Supreme Court Weighs in on the Compensability of Pre- and Post-Shift Work**

*Littler Insight*

March 14, 2016

**Significant Ninth Circuit Decision Applies Dukes to State Wage Law Class Claims**

*Littler ASAP*

March 11, 2013

**Little Elevates 13 Associates To Shareholder Status**

*Little Press Release*

January 9, 2013

**Wisconsin Governor Signs Employee Misclassification Bills into Law**

*Little ASAP*

May 24, 2010

**Speaking Engagements**

**11th Annual Brewers Briefing**

Milwaukee, WI

July 26, 2023

**Little Summer Kickoff and Employment Law Update**

Madison, WI

May 31, 2023

**Most Common Plaintiffs' Wage and Hour Claims**

Annual ACC-Wisconsin Legal Conference, Elkhart Lake, WI

May 18, 2023

**2023 Hot HR Topics**

Wisconsin Manufacturers & Commerce Annual Workforce & HR Conference, Madison, WI

May 17, 2023

**COVID-19 Has Reshuffled the HR Deck: Remote Work, Vaccination, Testing & More**

WMC Workforce and HR Conference, Madison, WI

March 2, 2022

**Returning to Work from COVID-19 Plus Other Challenges for Wisconsin Employers**

WMC Annual Human Resources Conference

May 4, 2021

**The COVID-19 Vaccine – Legal and Practical Implications in Wisconsin and Beyond**

February 8, 2021

**Wisconsin State Law Update**

Metro Milwaukee SHRM Legislative Update Conference

December 2, 2020

**Employment Law Year in Review – Sneak Peek at 2021**

GMA-SHRM Legal & Legislative 2020

November 17, 2020

**Wage and Hour Headaches During the Pandemic: Remote Work, Return to Work, and a New Independent Contractor Standard!**

Littler's Upper Midwest Virtual Regional Employer Conference

November 11, 2020

**Practical Advice for Employers Facing the COVID-19 Pandemic**

QPS Employment Forum, Milwaukee WI

April 13, 2020

**When the Smoke Clears: Preparing the Workplace for Legalized Cannabis in North America**

2019 Metro Milwaukee SHRM Fall Forum

November 19, 2019

**When Employees Behave Badly: Handling Off-Duty Misconduct**

ACC – WI Annual Meeting, Elkhart Lake, WI

May 17, 2019

**#MeToo – Navigating the New Era of Workplace Harassment**

2019 MRA Employment Law Update

February 21, 2019

**The FMLA Today: Tackling New and Persistent Leave Issues**

Littler's 7th Annual Brewers Briefing

September 12, 2017

**Equal Pay for Equal Work**

Wisconsin Bar 2017 Health, Labor, and Employment Law Institute, Wisconsin Dells, WI

August 17, 2017

**Strategies for Dealing with the Toxic Employee**

ACC Wisconsin Annual Conference, Elkhart Lake, WI

May 18, 2017

**Update on the FLSA Overtime Regulations and the Independent Contractor Analysis**

Littler's 6th Annual Brewers Briefing, Milwaukee, WI

September 7, 2016

**The DOL's Proposed Changes to the White Collar Overtime Regulations and the Ongoing Attack on Independent Contractor Misclassification**

ACC Wisconsin Annual Conference, Elkhart Lake, WI

May 19, 2016

**The Remote Worker: Managing the Telecommuting, Flexible, and Road Warrior Employee**

2015 Annual Conference and Meeting of Members - Association of Corporate Counsel, Wisconsin Chapter, Elkhart Lake, WI

April 30, 2015

**The Great Arbitration Debate**

Little Mendelson, Milwaukee, WI

September 9, 2014

**Common and Costly Mistakes Employers Make in Litigating and Settling Employment Disputes**

Annual Conference - Association of Corporate Counsel, Wisconsin Chapter, Elkhart Lake, WI

May 2014

**The New Era of Hiring and Investigating Employees: What You Need to Know and When You Need to Know It**

Annual Conference - Wisconsin Society for Human Resource Management, La Crosse, WI

October 2013

**The Rewards and Costs of Enforcing Employee Non-Compete and Non-Solicitation Agreements**

Annual Conference - Association of Corporate Counsel, Wisconsin Chapter, Elkhart Lake, WI

May 2013

**The New Era of Hiring and Investigating Employees: What You Need to Know and When You Need to Know It**

Association of Corporate Counsel, Milwaukee, WI

February 2013