



Jennifer L. Ciralsky

Office Managing Shareholder

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Practice Areas

Discrimination and Harassment

Wage and Hour

Leave and 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®, 2021-2025
- Ranked, Labor & Employment, *Chambers USA*, 2017-2024
- Named, 2024 Employment Law Power List, *Wisconsin Law Journal*, 2024
- Named, In the Lead - Best Women-Led Law Firms, *Wisconsin Law Journal*, 2024
- 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

Littler Ranked in 2024 Chambers USA Guide

Press Release

June 6, 2024

Littler Recognized in 2023 Chambers USA Guide

Press Release

June 6, 2023

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

Littler ASAP

February 2, 2023

Littler Ranked in Chambers USA Guide 2022

Press Release

June 1, 2022

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

Press Release

August 19, 2021

Littler Ranked in Chambers USA Guide 2021

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

Press Release

December 22, 2020

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

Press Release

August 20, 2020

Littler Ranked in 2019 Chambers USA Guide

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 ASAP

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 ASAP

March 14, 2016

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

Littler ASAP

March 11, 2013

Littler Elevates 13 Associates To Shareholder Status

Press Release

January 9, 2013

Wisconsin Governor Signs Employee Misclassification Bills into Law

Littler ASAP

May 24, 2010

Events & Speaking Engagements

Employment Law Update and Look Ahead to 2025

GMA SHRM Annual Legal Conference, Madison, WI

November 19, 2024

12th Annual Brewers Briefing

Milwaukee, WI

July 31, 2024

What's New on the Employment Law Front for In-House Leaders

Madison, WI

June 27, 2024

Hot Topics in Labor & Employment Law for Wisconsin Employers

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

May 2, 2024

11th Annual Brewers Briefing

Milwaukee, WI

July 26, 2023

Littler 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

Littler 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