



ERICA N. REIB

O'NEILCANNON

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Shareholder

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Erica leads O'Neil Cannon's Labor and Employment Practice Group. She assists clients with employment discrimination litigation, non-competition and trade secret litigation, Occupational Safety and Health matters, wage and hour issues, NLRB and unfair labor practice matters, employment policy and agreement drafting and review, unemployment compensation, investigations and proper employment practices to avoid litigation.

PRACTICE GROUP

- Business
- Labor & Employment
- Litigation

Experience/Representative Client Work

- Associate Attorney. Received reversal and remand on behalf of clients from the Seventh Circuit Court of Appeals in *Hansen v. Fincantieri Marine Group, LLC, et al.*, No.13-3391 (7th Cir., Aug. 18, 2014) and *Greengrass v. International Monetary Systems Ltd.*, No. 13-2901 (7th Cir., Jan. 12, 2015)
- Legal Extern, United States Equal Employment Opportunity Commission, Mediation Division, 2011
- Legal Extern, Wisconsin Department of Justice, Environmental Protection Unit, 2009

Professional Associations & Affiliations

- Member, State Bar of Wisconsin
- Board Member, State Bar of Wisconsin, Labor & Employment Section
- Member, State Bar of Wisconsin, Leadership Development Committee
- Member, Co-Chair, of the Labor & Employment Law Discussion Group, Firm Liaison, Association for Women Lawyers
- Member, Milwaukee Young Lawyers Association
- Member, Eastern District of Wisconsin Bar Association
- Member, American Bar Association
- Member, Milwaukee Bar Association

Court Admissions

- State Bar of Wisconsin
- Eastern District of Wisconsin
- Western District of Wisconsin
- Seventh Circuit Court of Appeals
- Northern District of Illinois

Awards/Distinctions

- Selected for inclusion in 2013–2023 Wisconsin Super Lawyers Rising Stars, *Law & Politics* and *Milwaukee Magazine*
- Selected for inclusion on *The Best Lawyers in America: Ones to Watch* list, 2021–2024
- Joseph E. O'Neill Prize for Student Writing, 2011

- Martin J. Greenberg Award, 2011
- Joseph E. Tierney, Jr. Award, 2011
- Editor-in-Chief, *Marquette Sports Law Review*, 2010–2011
- CALI Award, Employee Benefits, 2010
- CALI Award, Professional Sports Law, 2010
- CALI Award, Amateur Sports Law Workshop, 2010
- Posner Pro Bono Society
- Sports Law Certificate, National Sports Law Institute

Community Involvement

- Marquette Volunteer Legal Clinic, 2009–Present
- Legal Action of Wisconsin Volunteer Lawyers Project, 2011–Present
- Audio & Braille Literacy Enhancement, Inc., Board Member & Legal Committee Chair, 2015–Present
- Centro Legal, Centro LeGala Planning Committee, 2015–Present
- Marquette Law School Reunion Planning Committee, 2015–2016
- Marquette Law School Recent Alumni Event Planning Committee, 2014–Present
- Milwaukee Justice Center, Volunteer & Firm Liaison, 2015–Present
- MJC 5k Run for Justice, Committee Member, 2016–Present

Articles/Publications

- Co-Author, “Education on Unpaid Internships for the In-House Counsel,” *InsideCounsel Magazine*, 2015
- Co-Author, “Paying Employees Correctly Under the FLSA with Preliminary and Postliminary Activities,” *InsideCounsel Magazine*, 2015
- Co-Author, “A Primer for Inside Counsel on Donning & Doffing Under the FLSA,” *InsideCounsel Magazine*, 2015
- Co-Author, “Unpacking the Surprisingly Tricky ‘Regular Rate’ in Overtime Calculation,” *InsideCounsel Magazine*, 2015
- Co-Author, “A Primer for Inside Counsel on Meeting FLSA Overtime Exemption Tests,” *InsideCounsel Magazine*, 2015
- Co-Author, “Independent Contractors—Avoiding Misclassification Under the FLSA,” *InsideCounsel Magazine*, 2015
- “Ante Up or Fold: What Should Be Done About Gambling in College Sports?,” 21 *Marq. Sports L.R.* 621, 2011

Education

- Marquette University Law School (J.D.)
- West Virginia University (B.S., *summa cum laude*)