



ERICA N. REIB

O'NEILCANNON

HOLLMAN DEJONG & LAING S.C.

Shareholder

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PRACTICE GROUP

- Business
- Labor & Employment
- Litigation

Erica leads O'Neil Cannon's Labor and Employment Practice Group. She has represented businesses in state and federal courts, administrative agencies such as the ERD, EEOC, DOL, OSHA, and the NLRB, and arbitrations and mediations on matters including employment discrimination, wage and hour, and restrictive covenants. Erica assists clients with drafting, enforcing, and defending employment agreements, restrictive covenants, and employee handbooks. She provides clients with day-to-day advice, counseling, and training on labor and employment matters and supports our corporate team with the labor and employment aspects of transactions.

Representative Client Work

- Successfully defended clients in discrimination complaints in the Equal Rights Division and EEOC
- Successfully defended clients in wage matters in front of the Equal Rights Division
- Successfully defended a manufacturer in an OSHA Section 11(c) retaliation case
- Successfully negotiated resolutions to a class and collective wage and hour cases filed in federal court under the FLSA and Wisconsin wage and hour laws
- Successful negotiated resolutions to DOL wage and hour investigations
- Represented a manufacturing client negotiations of its collective bargaining agreement
- Represented numerous clients with the labor and employment aspects of purchase and sale of businesses, including in the healthcare, manufacturing, and business services industries, including employment agreements, independent contractor agreements, non-compete agreements, and non-disclosure agreements

Prior Experience

- 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
- Member, and Labor & Employment Law Section Co-Chair, Milwaukee Bar Association Board Member and Vice President, State Bar of Wisconsin, Labor & Employment Section
- Member, Co-Chair of the Labor & Employment Law Discussion Group, Association for Women Lawyers

- Member, Milwaukee Young Lawyers Association
- Member, Eastern District of Wisconsin Bar Association
- Member, American 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 2024 Power 30 Employment Lawyers, *Wisconsin Law Journal*
- Selected for inclusion in Wisconsin Super Lawyers Rising Stars, *Law & Politics and Milwaukee Magazine*, 2013–present
- Selected for inclusion on *The Best Lawyers in America: Ones to Watch* list, 2021–present
- U.S. Army War College, Certificate of Leader Development, 2018
- 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
- Milwaukee Christian Center, Board Member
- Marquette Volunteer Legal Clinic
- Audio & Braille Literacy Enhancement, Inc., Board Member, Vice President & Legal Committee Chair
- Centro Legal, Centro LeGala Planning Committee
- Professional Dimensions

Presentations

- Transcending Union/Nonunion Relationships, NLRB Update - Perspectives on New Labor Regulations 2024, State Bar of Wisconsin
- *Students for Fair Admissions, Inc. v. Harvard*: The Current State of the Use of Race in College Admissions, State Bar of Wisconsin Annual Constitutional Law Symposium, 2023
- L&E: 2022 Wrap Up and Looking Toward 2023
- Quick Shot: Vaccination Guidance for Employers & Employees, 2021
- Trending Legal Issues for Hotel Employers, 2021
- COVID Vaccination Related Guidance for Marquette Volunteer Legal Clinics, 2021
- Employment in the Time of Coronavirus: Commons Questions and Concerns, 2020

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- COVID-19: What Employer Need to Know About the Families First Coronavirus Response Act, 2020
- Emergency Paid Sick Leave Act, 2020
- Employment Law: Recent Developments, Trends, and What's Next, 2020
- You Think That's Reasonable?!: Reasonable Accommodations Under the ADA and WFEA, 2019
- Protecting Employers' Confidential Information and Trade Secrets, 2019
- Are Your Independent Contractors Really Employees? And How Much Will That Cost You?, 2019
- Sexual Harassment Claims and Misconduct in Era of #MeToo, 2018

Articles/Publications

- Co-Author, "COVID-10 Vaccination Mandates: What Now?," *Wisconsin Lawyer*, 2022
- Co-Author, "Solutions: COVID-19 and Employment Related Claims," *Wisconsin Lawyer*, 2021
- Co-Author, "The New Wave of Litigation: An Early Report on COVID-19 Claims," *Wisconsin Lawyer*, 2020
- 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*)