

OVB LAW & CONSULTING, S.C.

Your Legal Nook!



NEWSLETTER

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Attorney Ovbiagele has been honored by the Wisconsin Law Journal as one of the “Power 30” top 30 Personal Injury Attorneys in Wisconsin!

With this, we are proud to be recognized for our commitment to our clients and the positive outcomes we have achieved on their behalf.



PERSONAL INJURY ATTORNEY



In the most recent edition of the Marquette Alumni Magazine, Attorney Ovbiagele recounts growing up in Nigeria with his two sisters and mother, and their steadfast support when he flew to Milwaukee after graduating secondary school at

“As the newly elected president of the Milwaukee Bar Association and a triple alumnus of Marquette, Emil Ovbiagele continues a journey launched by his hard-working and dedicated mother in Benin City, Nigeria.”



KNOW YOUR RIGHTS – AGE DISCRIMINATION IS UNLAWFUL

Employers shall not discriminate against employees or qualified applicants based on their age. Pursuant to Title VII of the Civil Rights Acts of 1964, it is unlawful for an employer to discriminate based on an employee or potential employee’s protected class. Under both Federal and Wisconsin law, age is a protected class. That said, to bring an age discrimination claim, the employee (or applicant) must be forty or older.

Despite their being legal protections at both the Federal and State (in Wisconsin) level against age discrimination, it still happens. In 2022, nearly “one in five workers over forty and one in four workers over . . . sixty [stated at some point they] have personally experienced age-related discrimination on the job.”

It is important to understand that age discrimination does not just happen in the hiring or firing process, but can include job assignments, benefits, training, and all other conditions of employment. Age discrimination can be harassment or bullying regarding the employee or applicant’s age, including jokes about retirement; being passed up for raises or promotions or other opportunities. In some instances, discrimination may include job postings where employers use terms such as “tech-savy” or “digital native” to discourage older applicants. The Age Discrimination in Employment Act of 1967 requires employers to consider ability when making their employment decisions, rather than making assumptions with respect to an individual’s age.

Wisconsin’s requirements for filing an age-related employment discrimination claim are as follows: 1) the employer must have 20 or more employees; and 2) the employee/applicant must be 40 years or older. Then, to prevail on the age discrimination claim, an employee or applicant must prove the following: 1) the applicant is qualified for the position they applied for or the employee is satisfactorily performing the job they are/were in; 2) there was an adverse action taken against the employee or applicant by the employer; and 3) a younger worker was selected or treated more favorable.

Under Wisconsin law, you have 300 days to file a claim. Please note, it is unlawful for an employer to retaliate against an employee for filing an age discrimination claim or participating “in an investigation, proceeding, or litigation under the ADEA.”

If you believe you have been discriminated against, or that you have discriminated against an employee or applicant based on their age, our skilled team of employment experts at OVB Law & Consulting, S.C. can help you navigate the process. Our highly skilled attorneys have experience on both the plaintiff and defendant’s side of employment discrimination claims. Our team also has experience advising businesses on anti-discrimination policies; thus, we can also assist with implementation of such policies to help mitigate the risk of age discrimination occurring. Contact our office today to schedule a consultation.





NAVIGATING THE BREW CITY: A GUIDE TO OBTAINING A LIQUOR LICENSE IN MILWAUKEE

Aspiring entrepreneurs and established businesses looking to serve spirits in the City of Milwaukee will find themselves navigating a straightforward yet crucial process to secure a liquor license. The City of Milwaukee offers various types of liquor licenses to accommodate a wide range of establishments. Whether you're planning to open a brewery, tavern, or restaurant, understanding the application process is essential.

Milwaukee categorizes liquor licenses into different classes, each catering to specific business models. Common license types include Class A, B, and C licenses, each with its own set of regulations and permissions. Class A licenses are typically issued to liquor stores, while Class B licenses cover establishments like taverns and bars. Class C licenses are reserved for restaurants, allowing them to serve alcoholic beverages with meals. It's crucial to determine the appropriate license type for your business before beginning the application process.

Before diving into the application, it is important to conduct thorough research on the specific requirements for your chosen license type. Familiarizing yourself with local regulations, zoning laws, and any additional conditions that may apply will prove helpful throughout the process. It is important to reach out to the alderperson of the district where the business is located to open up the line of communication and allows the alderperson to voice their opinions on the operation of your business.

You can obtain the necessary application forms from the City Clerk's office or website. You must provide accurate and detailed information about your business, ownership structure, and any additional documentation required, such as floor plans or lease agreements. Depending on the license type, you may be required to post a public notice of your intent to apply for a liquor license. This ensures transparency and gives the community an opportunity to voice any concerns. Once your application is complete and submitted to the City Clerk's office along with the required fees, you should expect background checks for all individuals associated with the business. This includes owners, managers, and anyone with a financial interest in the establishment. Be prepared to provide fingerprints and consent for these checks.

The licensing division will assign your application to a specialist for review who will check to make sure all necessary information is collected. From there, it will go before the Licenses Committee to review the application, and potentially call the business to a public hearing to hear opinions from the community members and neighborhood stakeholders. Once the Licenses Committee makes their recommendation to the Common Council on the license application, the Common Council will review your application, and if everything meets the necessary criteria, they may grant approval.

Securing a liquor license in Milwaukee is a vital step in establishing a successful business in this bustling city. If you or anyone you know needs assistance in securing a liquor license, do not hesitate to reach out to our expert attorneys at OVB Law & Consulting, S.C.!