

O'NEIL CANNON HOLLMAN DEJONG & LAING s.c.

Wisconsin's Premier Lawyers & Litigators

ERICA N. REIB

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. Attorney Image

Attorney Thumb



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414.276.6581V Card EReibPDF Bio

Other Information

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 and 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 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
- 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



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
- 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

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

In The News

- Judge Blocks DOL Increase to Salary Thresholds for Exempt Workers
- Super Lawyers Recognizes 30 O'Neil Cannon Attorneys
- 20 O'Neil Cannon Lawyers Selected as 2025 Best Lawyers; Another 5 Named Best Lawyers: Ones to Watch
- FTC Non-Compete Ban Enjoined Nationwide
- Erica Reib Named One of Wisconsin Law Journal's Power 30 Employment Lawyers
- What Employers Should Do Regarding the Looming Effective Date of the FTC's Non-Compete Ban
- Employment LawScene Alert: FTC Bans Employee Non-Competes, but Legal Challenges Expected
- Employment LawScene Alert: DOL Issues Final Overtime Rule with Significant Salary Threshold Increase
- Employment LawScene Alert: Biden Proposed Budget Has Labor and Employment Signals
- O'Neil Cannon Serves as Legal Advisor to Engendren Corporation in its Sale to Cummins Inc.
- O'Neil Cannon Serves as Legal Advisor to Guetzke and Associates in its Sale to Ryan Fireprotection, Inc.
- Super Lawyers Recognizes 28 O'Neil Cannon Attorneys
- Employment LawScene Alert: Dust Off Those Handbooks—The NLRB Has Changed Its Rules (Again)

- 19 O’Neil Cannon Lawyers Selected as 2024 Best Lawyers; Another 4 Named Best Lawyers: Ones to Watch
- Employment LawScene Alert: Pregnant and Nursing Employees Have Newly Expanded Rights
- O’Neil Cannon Serves as Legal Advisor to i3 Product Development in Its Sale to Helios Technologies
- Employment LawScene Alert: Religious Accommodation in Employment Will Have Its Day at the High Court
- *Super Lawyers* Recognizes 25 O’Neil Cannon Attorneys
- Employment LawScene Alert: Vote! And Remember That Your Employees are Entitled to Time Off to Vote!
- 19 OCHDL Lawyers Selected as 2023 Best Lawyers®; Another 4 Named Best Lawyers: Ones to Watch
- Erica Reib Re-elected to the Board of the State Bar’s Labor and Employment Section
- Employment LawScene Alert: Union Organization Is On the Rise
- Joseph Gumina, Grant Killoran, and Erica Reib Published in the Wisconsin Lawyer
- Employment LawScene Alert: OSHA Issues Details of Vaccine Mandate
- 19 OCHDL Lawyers Selected as 2022 Best Lawyers®; Another 5 Named Best Lawyers: Ones to Watch
- Employment LawScene Alert: What Does President Biden’s Executive Order on Non-Competes Mean for Wisconsin Employers?
- Employment LawScene Alert: What Does the CDC’s New Mask Guidance Mean for Employers?
- Employment LawScene Alert: American Rescue Plan Extends Tax Credits for COVID-Related Leave
- Employment LawScene Alert: Biden Administration Supports New Laws Protecting Employees from Discrimination
- Employment LawScene Alert: The Biden Administration Tackles Wage and Hour Issues
- Employment LawScene Alert: What’s a Biden Presidency Going to Mean for Employers? An Overview
- 21 Firm Attorneys Recognized by Super Lawyers
- Employment LawScene Alert: The Election Is Almost Here—Voting Leave in Wisconsin
- Employment LawScene Alert: DOL Updates FFCRA Leave Regulations
- 20 OCHDL Lawyers Selected as 2021 Best Lawyers®; Another 5 Named Best Lawyers: Ones to Watch
- Employment LawScene Alert: Wisconsin Face Covering Order Issued – Effective August 1, 2020
- OCHDL Creates New Health Care Law Blog
- Employment LawScene Alert: Supreme Court Rules that Title VII Prohibition on Sex Discrimination Protects Gay and Transgender Employees
- Attorneys Erica Reib, Joe Newbold, and Grant Killoran Featured in Wisconsin Lawyer
- Employment LawScene Alert: When Are My Employees Entitled to Leave under the FFCRA because their Children are Home from School or Daycare?
- Employment LawScene Alert: Wisconsin Extends Safer at Home Order
- Employment LawScene Alert: DOL Issues FFCRA Regulations on Paid Leave
- Employment LawScene Alert: Safer at Home FAQs and COVID-19 Response Plans
- Employment LawScene Alert: Wisconsin and City of Milwaukee Safer at Home Orders

Issued – Effective March 25, 2020

- Employment LawScene Alert: Wisconsin to Put in Place Safer at Home Order
- Employment LawScene Alert: President Signs Families First Coronavirus Response Act Expanding Employees' FMLA Rights and Mandating Paid Sick Leave
- 18 OCHDL Attorneys Recognized by Super Lawyers
- Employment LawScene Alert: Wisconsin Issues NEW Ban on Mass Gatherings of 10 or More People–What Does That Mean for My Business?
- Employment LawScene Alert: Wisconsin Bans Mass Gatherings of 50 or More People–What Does That Mean For My Business?
- Employment LawScene Alert: Can I Send My Sick Employee Home?
- Employment LawScene Alert: Worried that Your Employee Has the Flu? Or is it Coronavirus?! Here are Some Things to Consider
- Employment LawScene Alert: Happy Holidays! Here's a Lawsuit!
- O'Neil, Cannon, Hollman, DeJong and Laing Elects JB Koenings and Erica Reib as Shareholders
- Employment LawScene Alert: Documentation Matters!
- Erica Reib Re-elected to the Board of the State Bar's Labor and Employment Section
- Employment LawScene Alert: The EEOC has Started Collecting Required Pay Data: Do You Need to Report and Are You Ready?
- Employment LawScene Alert: Employers Should Confirm that their I-9s Are in Order
- Employment LawScene Alert: It's Too Cold to Work – How Employers Should Handle Wage Deductions in Inclement Weather
- Employment LawScene Alert: Company Holiday Parties and Tips for Avoiding Liability
- Employment LawScene Alert: Voting Leave In Wisconsin – What You Need to Know
- Employment LawScene Alert: Employers Must Review their Background Check Processes to Ensure Compliance with New Rules
- #MeToo: Sexual Harassment Claims and Misconduct
- Employment LawScene Alert: Ruling on Marquette Professor Contains Lessons for Private Employers
- Employment LawScene Alert: Supreme Court Decides Class-Action Waivers Are Enforceable for Employees
- Employment LawScene Alert: Employers Should Review Their Employee Non-Solicitation Agreements
- Seventeen Attorneys Named Super Lawyers
- Employment LawScene Alert: Multi-Month Need for Leave Disqualifies Employee from ADA Protections
- Employment LawScene Alert: Court Invalidates Expanded Overtime Rule
- Seventh Circuit Upholds Wisconsin Right-to-Work
- Congress Contemplates "Comp Time" Bill
- Don't Forget about DOL's New Overtime Rules Just Yet
- Employment LawScene Alert: What President Trump's Supreme Court Nominee Could Mean for Employers
- OSHA New Anti-Retaliation Rules Goes Into Effect December 1, 2016
- BREAKING: New DOL Overtime Rule Will Not Go Into Effect December 1
- Federal District Court to Rule November 22, 2016 on Attempt to Block New Overtime Rules
- Nineteen Attorneys Named Super Lawyers

- Employment LawScene Alert: Voting Leave – What Wisconsin Employers Need to Know
- Employment LawScene Alert: OSHA Delays Enforcement of Anti-Retaliation Provisions
- Employment LawScene Alert: Employers Must Update Their FLSA Posters
- Employment LawScene Alert: Increased OSHA Penalties Now In Place
- Employment LawScene Alert: EEOC Introduces Proposed Changes to EEO-1 Reporting That Could Reveal Pay Discrimination
- Your Leased Employees May Now Join a Union with Your Regular Employees – And They Don't Need to Ask Your Permission
- Your Leased Employees May Now Join a Union with Your Regular Employees – And They Don't Need to Ask Your Permission
- Erica N. Reib Elected to the Board of the State Bar's Labor and Employment Section
- Employment LawScene Alert: Your Arbitration Agreements with Employees May Be Invalid
- Employment LawScene Alert: New OSHA Anti-Retaliation Provision Requires Employers to Rethink Their Safety-Related Policies
- Employment LawScene Alert: Wisconsin to Implement Drug Testing Rules for Unemployment Recipients
- Wisconsin Court of Appeals Issues Decision on Meaning of "Substantial Fault" in Unemployment
- Employment LawScene Alert: Wisconsin Enacts Law on Franchisor Joint Employer Liability
- Employment LawScene Alert: Wisconsin Supreme Court Issues Donning and Doffing Decision
- Employment LawScene Alert: How Wisconsin's Knife Law Reform Impacts Employers
- Employment LawScene Alert: EEOC Issues Draft Proposed Enforcement Guidance on Retaliation and Related Issues
- ADA Website Compliance Cases Move Forward; Senators Urge Regulatory Action
- Employment LawScene Alert: IRS Delays Affordable Care Act Reporting
- Employment LawScene Alert: Seventh Circuit Rules That EEOC Must Try to Resolve Disputes Through Conciliation Before Filing Suit
- Is Your Company's Website Compliant with the Americans with Disabilities Act (ADA)?
- Employment LawScene Alert: OSHA Penalties to Dramatically Increase in 2016
- Twenty Attorneys Elected to the Wisconsin Super Lawyers Lists
- Employment LawScene Alert: NLRB Adopts New Test for Joint Employer Status
- Employment LawScene Alert: Making Sure Your Wellness Program Complies With the Law

Education

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