



## Zachary J. Flood

Attorney

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Zack Flood is an attorney in von Briesen's Labor and Employment Law Section where he represents both public and private sector employers in a vast array of labor and employment related legal matters. His practice offers employers proactive and preventative counseling with an emphasis on reducing legal exposure and avoiding costly litigation. In this regard, Zack assists clients with investigating complaints of workplace harassment, implementing compliance-focused training programs, advising employers as to ADA, FMLA, and FLSA issues, drafting and structuring employee handbooks, and working with employers during organizing campaigns, labor strikes, and collective bargaining. He also advises employers when they are faced with difficult management decisions such as termination, and he regularly assists clients in preparing confidentiality and severance agreements. Zack makes it his priority to maintain a clear understanding of his clients' unique needs and concerns, and he provides legal counsel in a manner consistent with those needs.

When litigation cannot be avoided, Zack assiduously defends employers in state, federal, and administrative forums. Throughout the litigation process, Zack works closely with clients in order to develop a defense strategy, and he ensures that they remain well-informed and up to speed as their case develops.

Prior to joining von Briesen, Zack practiced as a civil defense litigator in a Milwaukee-based law firm, where he was able to hone his litigation skills and gain a risk-averse perspective that helps shape how he counsels clients. In law school, Zack served as an editor on the *Marquette Law Review*, and he was a three-time recipient of the CALI-Award for Excellence for his strong academic performance.

Zack is a member of the State Bar of Wisconsin.

#### Practice Areas:

- Labor and Employment
- Government Law
- Worker's Compensation
- FMLA Administration

#### Education:

- Marquette University, J.D., *cum laude*, 2016
- Ripon College, B.A., 2013

#### Bar Admissions:

- Wisconsin
- U.S. District Court, Eastern and Western Districts of Wisconsin
- U.S. Court of Appeals, 7th Circuit