



WARREN E. BULIOX

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PRACTICE AREAS

- ✔ Employment Litigation
- ✔ General Civil Litigation
 - Business Litigation
 - Commercial Litigation

ADMISSIONS

- Admitted to practice in all state courts in Wisconsin
- Admitted to practice in Eastern and Western Districts of Wisconsin
- Admitted to practice in the Northern District of Illinois

License Date: 08/11/2005

BIOGRAPHY

I have extensive experience representing and counseling small and large businesses (including Fortune 50, 100, and 500 corporations) on a wide array of issues. My experience ranges from providing counsel and representation for companies on civil rights matters to working hands-on with businesses to develop creative and proactive solutions to eliminating or reducing risks.

I have defended or provided counsel on claims involving allegations of race and color discrimination, sex discrimination, age discrimination, religious discrimination, disability discrimination, arrest and conviction record discrimination, and disparate impact discrimination based on credit history and incarceration rates/statistics. I also analyze and provide counsel on countless employment policies and handbooks, train management-level employees on various topics, and review and draft employment contracts and separation agreements.

I have tried a dozen jury trials and have managed over 250 hearings. I have handled numerous motions before administrative agencies and in court, and have obtained summary judgment in every federal case litigated through dispositive motions. My experience also includes the successful defense of a multitude of administrative complaints before state and federal agencies and lawsuits filed in federal courts across the country.

I have experience with *voir dire*, contentious jury selection processes, trial motions, jury instructions, and other related activity. Further, I have represented and provided counsel to a federally recognized Indian Tribe on various issues, including but not limited to, sovereign immunity, gaming, constitutional issues, subrogation rights in connection with a self-funded employee health plan, the Indian Civil Rights Act, and the Indian Gaming Regulation Act.

EDUCATION

- Syracuse University College of Law, J.D., Dean's List, Order of Barrister Honors
- Alabama State University, B.A., English, *magna cum laude*

HONORS

- Annual Midwest Region Hot List, Lawyers of Color (2014)
- 40 Under 40 Awards, Milwaukee Business Journal (2014)
- Wisconsin Rising Star, Wisconsin Super Lawyers® (2013, 2014, 2015)
- Up and Coming Lawyer, Wisconsin Law Journal (2012)

PROFESSIONAL EXPERIENCE

- **MWH Law Group LLP**, *Partner*, March 2016 – Present
- **Gonzalez Saggio & Harlan LLP**, *Partner*, January 2015 – February 2016
- **Gonzalez Saggio & Harlan LLP**, *Associate Attorney*, 2005 – 2014

PROFESSIONAL MEMBERSHIPS

- State Bar of Wisconsin
- National Employment Law Council (NELC)
- Wisconsin Association of African-American Lawyers

SPEAKING ENGAGEMENTS

- “Arrest and Conviction Record Discrimination in the Workforce” co-presented at the Health, Labor and Employment Law Institute Conference – 2019
- “The New Age of Protected Activity” co-presented at the Association of Corporate Counsel – 2015
- “A Closer Look at the Trends of Title VII and the Wisconsin Fair Employment Act” presented at the Milwaukee Bar Association – 2014
- “Knowing is Half the Battle, an Overview of Select Employment Laws” – 2011
- Speaker, “From EEO to Effective Diversity Management” presented at the State Bar of Wisconsin, Diversity Counsel Program – 2010
- “Arrest and Conviction Records in Wisconsin” – 2009
- “Interviewing From a Legal Perspective” – 2007

PUBLICATIONS

- *Independent Contractors vs. Employees - What Do You Have?*, 2021 – MWH Law Group Blog
- *The Definition of ‘Sex’ in Employment Law Cases*, 2020 – MWH Law Group Blog
- *The Game Just Changed: The NLRB’s New Approach to Concerted Activity*, 2019 – MWH Law Group Blog
- *The Case For or Against Severance Agreements*, 2018 – MWH Law Group Blog
- *Major Change in the Interpretation of FLSA Exemptions*, 2018 – MWH Law Group Blog
- *The Prospect of Increasing Damage Caps in Title VII Cases by Including Affiliate Companies in Litigation* 2018 – MWH Law Group Blog
- *Developments in Gender Pay Equity Laws*, 2017– MWH Law Group Blog
- *Check Your Employment At-Will Policy: It May Be Construed as Violating the Law*, 2013 – Wisconsin Law Journal
- *NEWSFLASH: Labor Laws Apply to Non-Union Employers*, 2012 – Wisconsin Law Journal

* List of prior publications available by request

COMMUNITY INVOLVEMENT

- Alumnus of Future Milwaukee
- Board Member, Milwaukee Repertory Theater
- Board Member, Wisconsin Association of African-American Lawyers
- Board Member, African American Chamber of Commerce
- Board Member, Hmong American Chamber of Commerce
- Board Member, Hmong American Peace Academy