

Daniel G. Vliet, Esq.
Milwaukee, Wisconsin



Dan Vliet worked in the labor and employment area both in Milwaukee and Madison, Wisconsin for many years. He primarily represented and counseled private and public sector employers in the following areas:

- Defended employers in discrimination charges before the EEOC and ERD, unfair labor practice charges before the NLRB and wage and hour claims as well as other administrative proceedings.
- Assisted companies in drafting policies and employee handbooks.
- Conducted independent investigations into harassment/misconduct allegations.
- Served as an independent hearing officer for employers in disciplinary matters.
- Drafted employment contracts.
- Advised clients regarding non-compete and non-solicitation provisions in employment contracts.
- Provided day-to-day advice on the full range of labor and employment topics.

In addition, he occasionally represented individual employees in disputes with employers, including noncompete litigation and severance arrangements. He has developed and maintained good relationships with both plaintiff and defense counsel and is known for his ability to get to a reasonable settlement that works for both sides. As an advocate, his experience in mediation involved all areas of his practice. His approach to mediation is practical and focused on helping the parties come to a satisfactory resolution.

MEDIATION TRAINING

- Masters in industrial relations, University of Wisconsin – Madison, 1983
- Pepperdine Caruso School of Law, Straus Institute for Dispute Resolution, Mediating the Litigated Case, March 2024

PROFESSIONAL EXPERIENCE

2025 Mediator and Arbitrator with Resolute Systems, LLC

- 2010-2024 Shareholder, Buelow Vetter Buikema Olson & Vliet, LLC, Waukesha, WI
Practice focused on representing employers in all aspects of the employment relationship, including counseling, litigation and mediation. Also represented municipalities and school districts in a variety of matters.
- 1988-2010 Associate and shareholder, Davis & Kuelthau, Milwaukee, WI
Represented employers in a variety of labor and employment issues. Served as the chair of the firm's labor and employment practice team for many years.
- 1985-1988 Associate, Mulcahy and Wherry, Milwaukee, WI
- 1983-1985 Associate, Axley Brynson, Madison, WI
- 1980-1981 Associate, Mika, Meyers, Beckett and Jones, Grand Rapids, MI

BAR ADMISSIONS

- United States Court of Appeals for the Seventh Circuit
- United States District Court, Eastern District of Wisconsin
- United States District Court, Western District of Wisconsin
- United States District Court, Western District of Michigan
- State of Wisconsin
- State of Illinois (inactive)
- State of Michigan (inactive)

PROFESSIONAL ACTIVITIES

- Fellow, College of Labor and Employment Lawyers
- 7th Circuit Credentials Committee, College of Labor and Employment Lawyers
2018 – 2022
- Management Co-Chair Membership Development Committee, ABA Labor & Employment Section, 2007 – 2010
- Management Co-Chair, ABA Labor & Employment Section, Federal Labor Standards Committee, 2004 – 2006
- Chair, ABA Labor & Employment Section, Federal Labor Standards Committee, ADEA Subcommittee, 2001 – 2003
- Chair, ABA Labor & Employment Section, Federal Labor Standards Committee, WARN and EPPA Subcommittee, 1998 – 2000
- Past Member, Wage and Hour Defense Institute (www.wageandhourdefense.org)
- Past President and Board Member, Wisconsin School Attorneys Association
- AV rated Martindale - Hubbell
- Wisconsin Super Lawyers
- Best Lawyers of America

EDUCATION

- 1980 J.D. Marquette University Law School
- 1983 MSIR, University of Wisconsin – Madison
- 1976 B.A. Wheaton College

COMMUNITY INVOLVEMENT

- President - Rotary Club of Milwaukee (2015 – 2016), Member since 2002
- Board Member – City of Milwaukee Ethics Board (2024 to date)
- Board Member – Pathfinders (2025 to date)
- Board Member – Milwaukee Community Sailing Center (2009 – 2011)
- Board Member – My Home Your Home (2007 – 2009)
- Chairman – Economics Wisconsin 2006 – 2007 (Board Member 1987 – 2007)
- Future Milwaukee Graduate, Class of 1988

PUBLISHED ARTICLES

- Chapter Editor of a number of American Bar Association/BNA publications including the treatises on the Fair Labor Standards Act, Family and Medical Leave Act and the Wisconsin chapter of the state-by-state survey on Wage and Hour Law
- Chapter Author, “A Changing World: Corporate Culture and Labor Law,” published in Labor Law Best Practices, 2005
- Member, Editorial Advisory Board, The Employer’s Guide to FLSA, the Fair Labor Standards Handbook for States, Local Government and Schools, Thompson Publishing, 2006 – 2014

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