MONDAY & TUESDAY
MAY 23 & 24, 2022

The 2022 Upper Midwest

EMPLOYMENT LAW INSTITUTE

co-sponsored by Minnesota CLE, the MSBA Labor and Employment Law Section, and the Twin Cities Society for Human Resource Management

NEW HYBRID MODEL:

Attend Day 1 In Person and Day 2 Online

- or -

Attend Both Days Online

Choose the format that works for you!

Take Part in the Nation's Best Employment Law Conference!

- New Laws, New Rules, New Cases, Current Trends
- National and Local Agency Leaders
- In-Person Option on the First Day!
- 50+ On-Point Sessions
- New Bonus Book on Remote and Hybrid Work
- Free Bonus Post-Institute Webcasts
- Plus, New Super-Bonus Benefit – Free Post-Institute Seminar

And Much More!

NEW DEVELOPMENTS. CUTTING-EDGE AND CORE

Get the Practical Guidance, Expert Insight, and Real-World

HOW THE HYBRID INSTITUTE WILL WORK

Choose the format that works for you!

DAY 1 – MONDAY, MAY 23

2 Sets of Sessions All Day – Plenary and Alternate Plenary

Attend In-Person at the Saint Paul RiverCentre

- OR -

Attend Online

DAY 2 – TUESDAY, MAY 24

Breakout Sessions All Day

Online-only for Everyone

- All sessions will feature live access to the speakers for questions and answers.
- Attendees have "Watch Again" access to all sessions for one year following the Institute. "Watch Again" viewings are for educational purposes only, not for CLE credit.
- Attendees receive electronic access to the session materials and the bonus publications. Attendees choosing the Day 1 in-person option also will receive printed copies of the Day 1 session materials at check-in at the RiverCentre.
- In addition to electronic access during and after the Institute, printed copies of the bonus publications will be mailed to all attendees following the conference.

New Developments – Identified, Explained, and Applied to Real-World Scenarios

The Upper Midwest Employment Law Institute is your "one stop" for practical updates on the new laws, new rules, new cases, and current trends that employment attorney advisors, litigators, in-house counsel, and human resources professionals need to know.

A Fun, Flexible, and Engaging Event – With an In-Person Option on the First Day!

Whether you join us in-person at the RiverCentre the first day, or you select the online option for both days, we're creating ways for everyone to enjoy an energizing event with opportunities to engage virtually or in-person.

Impressive Faculty Roster with Diverse Practice Perspectives

The 2022 Upper Midwest Employment Law Institute features an outstanding faculty committed to providing the best and most practical education for you. The conference faculty is drawn from in-house, private practice, and government. They are advisors and litigators, both plaintiffs' counsel and defense. This faculty mix leverages diverse insights and perspectives to deliver top-quality education – spotting and analyzing the issues that matter and offering real-world advice and practice tips.

TOPICS.

Application You're Looking For!

50+ Sessions – Tailor an Agenda That Meets Your Needs and Experience Level

Here are just some of the many sessions and topics at this year's Institute –

- **EEOC Update** from Legal Counsel Miaskoff
- **USDOL Wage-Hour Update** from Acting Administrator Looman
- **NLRB Update** from General Counsel Abruzzo
- Implementing and Managing **Remote and Hybrid Work**
- **Disability and Religious Accommodation** Requests
- Winning **Whistleblower** Claims
- **Vax? Mask? Test? Send Workers Home?** Decision-Making About COVID-19 Protocols as Government Mandates Diminish
- **Hiring and Pay Equity**
- **AI** for Workplace Decision-Making
- **Investigations, Discipline, Performance Improvement**
- Employees with **Mental Health Conditions**
- **Non-Competes** and Other Restrictive Covenants
- Applying the **FMLA** to Common Leave Questions
- **Mandatory Arbitration**
- **Race Discrimination** Cases, **COVID** Litigation, 8th Circuit Decisions, **LGBTQ+ Employee Rights** and Many Other **Annual Update Sessions**
- Ethics, Elimination of Bias, and ADR Sessions
- **And Much More!**

5 Post-Conference Tools – The Benefits Continue Well Beyond the Institute

In addition to helpful presentations by a terrific faculty during the conference, you'll get a host of post-Institute benefits including –

1. Your choice of 3 post-Institute bonus webcasts at no extra charge
2. Valuable session materials from the 50+ sessions with helpful analysis, checklists, and more
3. 5 Legal QuickSheets™ providing quick answers and guidance on selected employment law and practice issues
4. A new remote and hybrid workplaces guide prepared especially for this Institute
5. A bonus post-Institute full-day seminar

See pages 4 and 5 for more details.

Plan now to take part in the 2022 Employment Law Institute!

Register today at www.minncle.org

THE 2022 INSTITUTE BENEFITS

Even more than ever before!

Next-Level Conference Experience on May 23 & 24

The Upper Midwest Employment Law Institute is the premier employment law conference in the country. That reputation is built on more than 30 years of timely, practical program line-ups designed to meet attendees' practice needs, educating thousands of employment lawyers and human resources professionals from Minnesota and across the Upper Midwest.

1. **Updates on New Laws, New Rules, New Cases, and New Trends**
   The Institute is, hands down, the most effective way to keep up on all the important new developments.

2. **Agency Headliners from EEOC, DOL, and NLRB – Jennifer Abruzzo, Jessica Looman, and Carol Miaskoff**

3. **50+ Practical Sessions**
   Dozens upon dozens of valuable sessions packed with practical analysis, tips, and strategies. And in this virtual conference delivery, all attendees will have the ability to watch all 50+ sessions for 1 year following the Institute.

4. **Ability to Customize Your Schedule**

5. **80+ Faculty with Diverse Practice Perspectives**

6. **In-Person Option on the First Day**
   This year we're excited to offer an option the first day for in-person attendance, while at the same time giving flexibility to registrants who wish to take advantage of the livestream alternative.

7. **Features to Engage and Connect**
   We want both the in-person and the online experience to engage and connect attendees and faculty, and we're designing features that do just that!

8. **Ethics, Elimination-of-Bias, and ADR Sessions**
   Opportunities to help you fulfill your special credit requirements.

And Much More!

12.0 credits

3 Post-Institute Webcasts – FREE

Choose 3 of the 8 post-Institute bonus webcasts listed below to attend for free, and earn up to 3 additional credits. Each webcast will be 1-hour long and scheduled for July 2022. Specific dates and times to be announced.

- **Today's Multi-Generational Workforce – How to Foster Respectful Workplace Cultures that Avoid Age-Based Stereotypes, Decision-Making, and Legal Claims**
  Jolene Chestnut & Michelle A. Miller
  Beth E. Bertelson (moderator)

- **When a "Problem Employee" Is a High-Impact Player – Executives, Top Salespeople, People with Access to Sensitive Data, and More**
  Howard Bolter & Gregory Stenmoe

- **Sex Harassment – The Newest Cases and Developments, Including the #MeToo Act**
  Leslie L. Lienemann & Laurie Vasichek

- **The Basics and Best Practices of I-9 Compliance**
  Loan T. Huynh

- **Employment Issues in the Buying and Selling of Businesses – Conducting Effective Employment Due Diligence, Protecting Talent and IP, and Integrating Workforces**
  Patricia A. Konopka & Kristin Berger Parker

- **OFCCP Compliance Fundamentals and New Developments – Key Employment Law Requirements for Federal Contractors and Subcontractors**
  Lindsey M. Hogan & Kristin Jones Pierre

- **Presenting a Compelling Fact Section in Briefs**
  Sybil L. Dunlop

- **Protecting Employee Privacy: Biometrics, Location Tracking, and More – How to Incorporate 3 Important New Developments into Employer Policies and Practice**
  Tedrick A. Housh

PLUS – 3.0 more credits

PACKAGE –

Post-Institute Full-Day Seminar – FREE

Free for all Institute attendees, this bonus full-day seminar will dive into key components of successfully setting up, managing, and leveraging a remote or hybrid workplace option. This post-Institute live seminar will be available in-person and online on August 11, 2022.

New Seminar on Remote and Hybrid Workplaces

Welcome & Introduction
Kate A. Fisher, Daniel G. Prokott & Jana O'Leary Sullivan
Course Co-Chairs & Editors of *A Practical Guide to Remote and Hybrid Workplaces* (Minnesota CLE 2022)

Understanding the Big Picture
Daniel G. Prokott & Nicole A. Truso

Managing Disability and Religious Accommodation Requests
Penelope J. Phillips & Janell M. Stanton

Legal, Business, and Tax Considerations for Remote Workspaces
Sara G. Sidwell

Navigating On-Site Practices, Policies, and Protocols for the Hybrid Workplace
Susan E. Ellingstad

Best Practices for Deciding Who Will Work Remotely
Megan L. Anderson & Joni M. Thome

Considerations for Recruiting, Hiring, and Supporting Effective Job Performance
Mae R. Brooks & Jenny Gassman-Pines

How to Create Diversity, Equity, and Inclusion for Remote and Hybrid Workplaces
Dionne W. Blake, Melissa Muro LaMere & Brittany Bachman Skemp

Maintaining a Positive Workplace Culture
Cynthia A. Bremer & Dennis A. Davis, Ph.D

How to Regulate, Investigate, and Discipline Behavior in the Remote Workplace
Nicholas M. Beckman & Kaarin Nelson Schaffer

Overcoming Data Security and Privacy Challenges
Lisa B. Ellingson & Nadeem W. Schwen

And 6.0 more credits

Extensive, Helpful Written Materials

You'll receive a wealth of written resources that you can use at the Institute and once you're back at your desk. And they're all designed to help you in your practice.

- Valuable Session Materials
  Session materials are packed with helpful analysis, checklists, and more!
- NEW 10-Chapter Bonus Book – A Practical Guide to Remote and Hybrid Workplaces

- And 5 Helpful Legal QuickSheets™
  These concise at-a-glance reference tools help clarify legal issues visually and provide quick answers and guidance.

PLUS –

1 Year "Watch Again" Access to All Sessions

DAY 1 – **MONDAY, MAY 23, 2022**

Attend online -or- attend in-person at the Saint Paul RiverCentre.
All times listed are CDT.

7:30 – 8:30 a.m.

JOIN ONLINE
- OR -
CHECK IN IN-PERSON

- **Coffee Cart, Continental Breakfast & Conversation!**
  For those in-person, enjoy the complimentary continental breakfast and coffee cart as you chat with your fellow attendees at the RiverCentre.

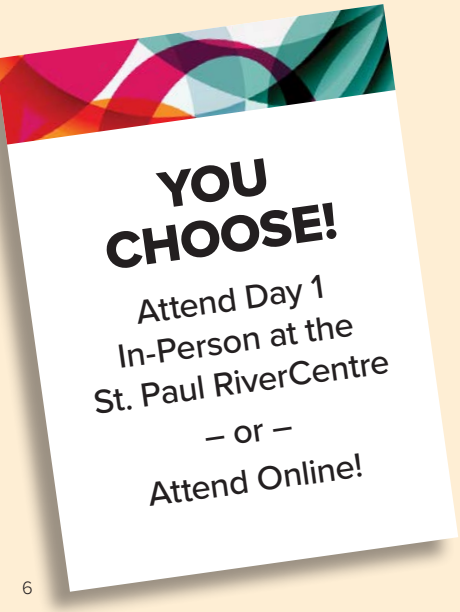
Continental breakfast sponsored by Littler

Coffee cart sponsored by Nichols Kaster ATTORNEYS AT LAW

- **Online Hello's & Prize Drawing!**
  For those online, enjoy time to meet up with your fellow online participants in the online lobby where you can enter to win 1 of 10 delicious coffee-themed prizes.

8:30 – 8:40 a.m.

Welcome & Introduction



8:40 – 10:00 a.m.

PLENARY

P1A

AGENCY UPDATES

PART 1 – 2022 NLRB Update from General Counsel Abruzzo – Key Developments for the Employment Lawyer

General Counsel Jennifer A. Abruzzo discusses NLRB guidance and enforcement with a focus on those matters that impact workplaces regardless of their union status – for example, protests and advocacy to improve workplace issues; application of broad rules in handbooks, workplace investigations, mandatory arbitration and other agreements; remedial relief, including consequential damages, for workers whose rights have been violated, including immigrant and other vulnerable populations; and employee versus independent contractor status.

Jennifer A. Abruzzo

PART 2 – 2022 USDOL Wage and Hour Division Update from Acting Administrator Looman

Acting Administrator Jessica Looman discusses the latest developments out of the Department of Labor's Wage and Hour Division: new final rules including the tip-credit rule; a Memorandum of Understanding on sharing information and coordinating investigations with the NLRB; the anticipated addition of 100 new investigators; enforcement priorities; and more.

Jessica Looman

OR

ALTERNATE PLENARY

P1B

Answers to 20 of the Biggest Employment Law Questions Facing Employers in 2022

When is COVID or long-haul COVID a disability under the ADA? How can employers retrieve company property from remote workers who are no longer employed? What could go wrong with using AI in hiring? Can employers still impose vaccine mandates in the wake of the Supreme Court decision on the OSHA ETS? What do Upper Midwest employers need to know about criminal background checks? These are just some of the 20 questions Marko will answer in this fast-paced presentation!

Marko J. Mrkonich

10:00 – 10:15 a.m. BREAK

10:15 – 11:15 a.m.

P2A

State and Local Legal Trends Around the Country

Recent and anticipated trends in state and local employment laws across the country, including laws addressing:

- leaves;
- independent contractor vs. employee classification;
- minimum wage;
- wage theft;
- predictive scheduling;
- legalization of marijuana;
- workplace safety;
- restrictive covenants including non-competes;
- and more.

Amy B. Conway, Pablo Orozco & Lawrence P. Schaefer
Michelle A. Miller (moderator)

OR

P2B

Handling Tough Disability Accommodation Requests

Using short case studies, Penny will examine best practices when employees need accommodations for disabilities covered under the ADA and state laws. What are the employee's legal rights, what are the employer's legal rights, and how do various difficult situations play out? What are mistakes made by employers in the interactive process, internal communications with managers and co-workers, implementation, and in understanding the intersection with other laws like FMLA and workers' compensation – and how do you help your client avoid these mistakes? You'll leave with practical guidance on these questions!

Penelope J. Phillips

11:15 – 11:30 a.m. BREAK

11:30 a.m. – 12:30 p.m.

P3A

CASE UPDATES

PART 1 – U.S. Supreme Court Case Update

An indispensable review of the U.S. Supreme Court cases since May 2021 that every employment practitioner needs to know.

Cynthia A. Bremer & Chris D. Jozwiak

PART 2 – COVID Employment Litigation Update

Experienced employment litigators – one plaintiff-side, one defense – will discuss the current trends in employment litigation stemming from the COVID pandemic, noteworthy cases in this area that courts have decided over the past 12 months, and ones to watch for this year.

Jessica D. Causgrove & Anna P. Prakash

OR

P3B

Navigating 2022's Hot-Button Discipline and Discharge Decision-Making – Employee- and Employer-Side Perspectives

Applying key discipline and discharge principles to ripped-from-the-headline scenarios including –

- At-work or off-duty political speech or activity;
- Refusals to follow employer-mandated safety protocols;
- And more.

Anjie Flowers, Michael J. Moberg & Kaarin Nelson Schaffer
Liane M. Wong (moderator)

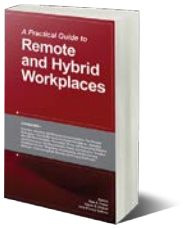
12:30 – 1:45 p.m. LUNCH BREAK

- **Dining & Meet-Ups!**
  Lunch will be provided by Minnesota CLE for the in-person attendees at the RiverCentre.
- **Online Cooking Demo!**
  For those online, check out a fun cooking demo in our online event space.

1:45 – 2:55 p.m.

P4A

Implementing and Managing Remote and Hybrid Work – 10 Key Lessons



This fast-paced, practical session delivers guidance regarding the legal, human resources, and business considerations attendant to decisions about fit, implementation, and management of remote and hybrid work. Your written materials are the new, helpful 10-chapter resource, *A Practical Guide to Remote and Hybrid Workplaces* – which will be provided to all Institute attendees.

Kate A. Fisher, Daniel G. Prokott & Jana O'Leary Sullivan

OR

P4B

Investigation Reports – Do's and Don'ts for Their Drafting, Content, and Distribution

The data-gathering and interviewing are complete, and now the investigator makes conclusions and reports findings. When should that report be made in writing? What information should the report contain? To whom does the investigator provide a copy of the report? And is the report privileged? This session tackles those questions and other investigation report challenges, while sharing practice tips, pitfalls to avoid, rules to follow, strategic considerations to ponder, and more.

Susan E. Ellingstad & Jennifer L.M. Jacobs

2:55 – 3:15 p.m. ICE CREAM BREAK

- **Frozen Treats!**
  For those in-person, enjoy the much-loved Institute ice cream break.
- **Prizes!**
  For those participating online, enter to win 1 of 5 super-cool prizes!

3:15 – 4:15 p.m.

P5A

Hiring and Pay Equity – Don't Ignore These 5 Best Practices

Employers of all sizes, across industries, and in both the private and public sectors, don't always follow fundamental best practices for hiring and pay decisions. That failure can have significant DEI implications as well as other negative HR effects. Two highly experienced advisers highlight 5 critical best practices, identify reasons why employers don't always follow them, and provide guidance to righting the ship and, in turn, moving the equity needle.

James C. Burroughs II & Jenny Gassman-Pines

OR

P5B

Tackling Your Employee Handbook Update in 2022: Making Key Revisions and Avoiding Pitfalls

If updating your employee handbook has been on your "to-do" list since the pandemic hit in 2020 – or even before then – 2022 is the year to tackle that project. This session will: Identify problematic boilerplate policy language and suggest possible revisions; Discuss how selected recently enacted laws might require changes to your handbook policies; Consider how external circumstances – from the pandemic to increased ransomware and phishing threats – may require changed written workplace policies; Provide practical guidance for communicating handbook changes to employees; and Identify red flags in the handbook revision process and teach you how to avoid them.

Teresa M. Thompson

DAY 2 – **TUESDAY, MAY 24, 2022**

Attend online only.

All times listed are CDT.

MORNING PLENARY

7:45 – 8:30 a.m. JOIN ONLINE

Online Hello's & Prize Drawing! Enjoy time to meet up with your fellow online participants in the online lobby where you can enter to win 1 of 5 breakfast baked-goods themed prizes.

8:30 – 8:40 a.m. WELCOME & INTRODUCTION

8:40 – 9:10 a.m.

AGENCY UPDATE

2022 EEOC Update from Legal Counsel Miaskoff

The latest developments in EEOC guidance, policy directions, and enforcement including its initiative on artificial intelligence (AI) and algorithmic fairness; technical assistance document on sexual orientation and gender identity workplace rights; updates to COVID technical assistance; and EEOC litigation pending and resolved in the last year.

Carol R. Miaskoff

9:10 – 9:20 a.m. BREAK

9:20 – 10:20 a.m. SUPER BREAKOUTS

001 *Repeated at #406*

2022 Minnesota Update – New Laws, Regulations, and Case Law

Leonard B. Segal

002

10 Ways to Improve Employee Performance Issues

M. William O'Brien & Melissa Raphan

003

The Tight Labor Market – Pros, Cons, and Legal Implications of Strategies for Hiring and Retention Beyond Offering Remote Work Options

Patricia Y. Beety, Steven Andrew Smith & Mary B. Thomas

004

2022 Race Discrimination Case Update – Takeaways from 10 Employment Cases from the Upper Midwest

Tina Burnside & Nick Pladson

10:20 – 10:30 a.m. BREAK – POST YOUR PET'S PIC!

A Fun New Online Tradition – Post a photo to **#MNELI** of your pet watching the Institute, taking a well-deserved nap, or asking for a head scratch. Plus, enter to win a fun prize – anyone can enter, pet pic or no pet pic!

10:30 – 11:30 a.m. BREAKOUT SESSION A

ADVISORS AND IN-HOUSE COUNSEL

101 *Repeated at #503*

Real Solutions to Religious Accommodation in 2022

Nicole A. Truso

102

Recruiting, Hiring, and Supporting Effective Job Performance for Remote and Hybrid Positions – A Practical Guide

Mae R. Brooks & Jenny Gassman-Pines

103

Complaint Intake: The Critical First 24 Hours (and Beyond)

Fran A. Sepler

104

How to Apply the FMLA to Common Leave Questions – The Answers May Surprise You!

Grant T. Collins & Penelope J. Phillips

IN-HOUSE COUNSEL

105

Perspectives on Mandatory Arbitration in the Employment Context

Joanne Jirik Mullen & Andrew Peters
Roy A. Ginsburg (moderator)

UPDATES

106

New NLRB Decisions and Guidance Impacting Both Union and Non-Union Workplaces

Nichole L. (Burgess) Harville, Tim Louris, Aaron Tharpe & Paul J. Zech

LITIGATORS

107

Winning Whistleblower Claims

Clayton D. Halunen, Joshua M. Russ & Jordan A. Thomas
Susan M. Coler (moderator)

108

Advanced Deposition Topics and Strategies

Hon. Hildy Bowbeer, Jen Cornell & Jason P. Hungerford

PUBLIC SECTOR

109

2022 Public Sector Case Law Update – Highlighting 11 Key Federal and Minnesota Cases

Scott M. Lepak & Emily Marshall

11:30 – 11:45 a.m. BREAK & SURPRISE GUEST!

11:45 a.m. – 12:45 p.m. BREAKOUT SESSION B

ADVISORS AND IN-HOUSE COUNSEL

201

Working Parents and Other Caregivers – How to Address Challenging Situations That Arise for Employees and Employers

Amy E. Boyle & Sheila Engelmeier

202

Anti-Harassment Policies and Complaint Procedures – Best Practices

Leonard B. Segal & Joni M. Thome

203

4 Rules of Discipline Documentation

Robert C. Boisvert

204

Post-COVID Syndrome – Symptoms, Diagnosis, and Rehabilitation

Greg Vanichkachorn, M.D., M.P.H.
Judith Bevis Langevin (moderator)

IN-HOUSE COUNSEL

205 *1.0 ethics credit applied for*

Navigating Legal Ethics – Issues for In-House Employment Counsel

Ilyse S. Goldsmith, Ken Jorgensen & Miguel Alexander Pozo
Ryan E. Mick (moderator)

UPDATES

206

2022 EEOC Case Update In-Depth

Carol R. Miaskoff

LITIGATORS

207

Jury Voir Dire in a COVID and Politically Charged Environment

Barbara J. D'Aquila & Lawrence P. Schaefer

208

26 Ways to Prove Pretext

Emma Denny & Chris Moreland

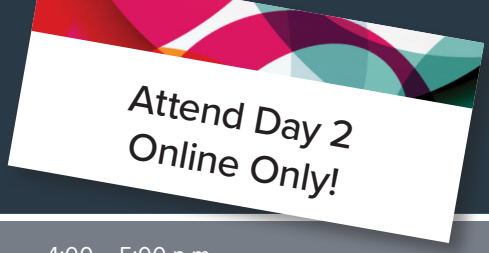
PUBLIC SECTOR

209

Advancing Racial Equity in a Unionized Environment – Strategies for Embedding Racial Equity Work Through the Contract Negotiation Process

Cedrick R. Frazier & Toni Newborn

12:45 – 1:30 p.m. LUNCH BREAK



1:30 – 2:30 p.m. BREAKOUT SESSION C

301
Hiring 101 – What Can Companies Do and Say?
Susan E. Ellingstad

302
"What? I'm Fired?": Handling the Discharge Process and Termination Meeting
Brian T. Benkstein

303
Vax? Mask? Test? Send Workers Home? Decision-Making About COVID-19 Protocols as Government Mandates Diminish
Grant T. Collins

304 *1.0 elimination of bias credit applied for*
Attorneys with Disabilities – Removing Barriers to Diversity, Equity, and Inclusion in the Legal Workplace
Lauren E. Clements & Alyesha Dotson

305
AI for Workplace Decision-Making – 3 Types of Legal Risk
Marko J. Mrkonich

306
Got Employees in California? Traditional and Remote Employees Count! Here's What New Developments Require You to Do in 2022
Mandana Massoumi

307
State or Federal Court? How to Make This Pivotal Decision
Gina K. Janeiro & Chris D. Jozwiak

308
8th Circuit and Federal District Court Update – Instructive New Cases
Cynthia A. Bremer & Justin D. Cummins

309
Off Duty, But Not Off the Hook – Rules About Off-Duty Misconduct for Public Employees
Kristi A. Hastings

2:30 – 2:45 p.m. ACTIVITY BREAK

2:45 – 3:45 p.m. BREAKOUT SESSION D

401
Regulating, Investigating, and Disciplining Behavior in the Remote Workplace – A Practical Guide
Jessica L. Roe & Kaarin Nelson Schaffer

402
How Not to Make 11 of the Most Common Mistakes in Employee Pay Matters
Joseph G. Schmitt

403
Managing 3 Age Discrimination Hot Spots – Layoffs, Promotions, and Retirement Discussions
Susan K. Fitzke & Kate Mrkonich Wilson

404
Don't Say That! Common Contexts That Can Lead to Defamation in the Workplace – And How to Avoid Them
V. John Ella

405
Central Questions in Accommodating Employees' Mental Health Conditions
Nicole F. Dailo, Heather C. Fokken & Mikiesha R. Mayes
R. Ann Huntrods (moderator)

406 *Repeat of #001*
2022 Minnesota Update – New Laws, Regulations, and Case Law
Leonard B. Segal

407 *1.0 ethics credit applied for*
Oh, the Conflicts You'll Know! New ABA Ethics Opinions on Conflicts of Interest
Eric T. Cooperstein

408
Complex Restrictive Covenant Topics for the Advanced Practitioner
Joel Andersen & Katie M. Connolly

409
Applying the Minnesota Data Practices Act to the Public Sector Workplace
Taya Moxley-Goldsmith

3:45 – 4:00 p.m. BREAK – YOGA

4:00 – 5:00 p.m. SUPER BREAKOUTS

501
Drugs, Alcohol, and Marijuana – The Critical Issues When Testing Employees
Uzodima Franklin (Frank) Aba-Onu,
Caren Fitzgerald & Beth Papacek-Kovach
Timothy Y. Wong (moderator)

502
LGBTQ+ Employee Rights – The Newest Developments
Megan L. Anderson & Nicholas G.B. May

503 *Repeat of #101*
Real Solutions to Religious Accommodation in 2022
Nicole A. Truso

504 *1.0 elimination of bias credit applied for*
1.0 ADR credit applied for
Elimination of Bias: Implicit Bias – How It Affects ADR and How to Fix It
Sybil L. Dunlop

Session descriptions are available online at www.minncle.org

Register today at www.minncle.org

FACULTY & PLANNERS

NATIONAL SPEAKER

Uzodima Franklin (Frank) Aba-Onu
Prime Therapeutics LLC
Eagan

Jennifer A. Abruzzo
National Labor Relations Board
Washington, D.C.

Joel Andersen
Nilan Johnson Lewis PA
Minneapolis

Megan L. Anderson
Lathrop GPM LLP
Minneapolis

Nicholas M. Beckman
Roe Law Group PLLC
Minneapolis

Patricia Y. Beety
League of Minnesota Cities
Saint Paul

Brian T. Benkstein
Fredrikson & Byron, P.A.
Minneapolis

Beth E. Bertelson
Bertelson Law Office PA
Minneapolis

Dionne W. Blake
Target Corp.
Minneapolis

Robert C. Boisvert
Fredrikson & Byron, P.A.
Minneapolis

Howard Bolter
Bolter Law, LLC
Minneapolis

Hon. Hildy Bowbeer
U.S. Magistrate Judge
District of Minnesota
Saint Paul

Amy E. Boyle
MJSB Employment Justice LLP
Minneapolis

Cynthia A. Bremer
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.
Minneapolis

Mae R. Brooks
Minneapolis Park & Recreation Board
Minneapolis

Tina Burnside
Equal Employment Opportunity Commission
Minneapolis

James C. Burroughs II
Children's Minnesota
Minneapolis

Jessica D. Causgrove
Fisher Phillips LLP
Chicago, Illinois

Jolene Chestnut
Mid-Minnesota Legal Aid
Minneapolis

Lauren E. Clements
Littler Mendelson P.C.
Minneapolis

Susan M. Coler
Halunen Law
Minneapolis

Grant T. Collins
Felhaber Larson
Minneapolis

Katie M. Connolly
Nilan Johnson Lewis PA
Minneapolis

Amy B. Conway
Stinson LLP
Minneapolis

Eric T. Cooperstein
Law Office of Eric T. Cooperstein, PLLC
Minneapolis

Jen Cornell
GBG LLP
San Francisco, California

Justin D. Cummins
Cummins & Cummins, LLP
Minneapolis

Nicole F. Dailo
Life Time, Inc.
Chanhassen

Barbara J. D'Aquila
Fisher & Phillips LLP
Minneapolis

Dennis A. Davis, Ph.D.
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.
Torrance, California

Emma Denny
HKM Employment Attorneys LLP
Minneapolis

Alyesha Dotson
Littler Mendelson P.C.
Seattle, Washington

Sybil L. Dunlop
Greene Espel PLLP
Minneapolis

V. John Ella
Trepanier MacGillis Battina P.A.
Minneapolis

Lisa B. Ellingson
Winthrop & Weinstine
Minneapolis

Susan E. Ellingstad
Lockridge Grindal Nauen P.L.L.P.
Minneapolis

Sheila Engelmeier
Engelmeier & Umanah PA
Minneapolis

Kate A. Fisher
Nichols Kaster, PLLP
Minneapolis

Caren Fitzgerald
SpartanNash Company
Edina

Susan K. Fitzke
Littler Mendelson P.C.
Minneapolis

Anjie Flowers
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DATES & LOCATIONS

- **Monday, May 23, 2022 –**
  Attend online -or- Attend in-person at:
  Saint Paul RiverCentre
  175 West Kellogg Boulevard
  Saint Paul, Minnesota
- **Tuesday, May 24, 2022 – Attend online**

HOTEL ACCOMMODATIONS

Minnesota CLE has established special room rates for Institute attendees at the hotels listed below. When calling to make a reservation mention Minnesota CLE's 2022 Upper Midwest Employment Law Institute to receive these rates.

The Saint Paul Hotel – $159 (plus tax)
350 Market Street; Saint Paul, MN 55102
651-292-9292
Reserve by Sunday, April 24, 2022

Holiday Inn St. Paul Downtown – $109 (plus tax)
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Minnesota CLE has applied to the Minnesota State Board of CLE for **12.0 standard CLE credits** for this year's Institute. Minnesota CLE has general credit approval with the states of Wisconsin and North Dakota. We anticipate this course also will qualify for **12.0 civil trial specialist credits, 12.0 labor and employment specialist credits,** and **12.0 CJE credits for judges.**

We also anticipate that sessions #205 and #407 each will qualify for **1.0 ethics credit** and that sessions #304 and #504 each will qualify for **1.0 elimination of bias credit.** If you attend any of these sessions and claim ethics or elimination of bias credit, you must deduct those special credits from the 12.0 hours of "standard" credit. For example, if you attend sessions #205 and #504, you would claim 1.0 ethics credit, 1.0 elimination of bias credit, and 10.0 standard credits for a total of 12.0 credits.

In no case may you claim more than 12.0 total CLE credits for the 2022 Upper Midwest Employment Law Institute.

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Minnesota CLE also has applied to the Human Resource Certification Institute for **12.0 HR (General) recertification credit hours.**

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EMPLOYMENT LAW INSTITUTE

MONDAY & TUESDAY, MAY 23 & 24, 2022
NEW HYBRID MODEL – See page 2 for details.

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3 BONUS WEBCASTS

July 2022 – Dates & Times TBA

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- Today's Multi-Generational Workforce
- When a "Problem Employee" Is a High-Impact Player
- Sex Harassment – The Newest Cases and Developments
- The Basics and Best Practices of I-9 Compliance
- Employment Issues in the Buying and Selling of Businesses
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- Presenting a Compelling Fact Section in Briefs
- Protecting Employee Privacy

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Attendees of the 2022 Employment Law Institute may view 3 of the 8 webcasts listed here for free! Instructions on how to register for free will be distributed at the Institute.

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August 11, 2022

NEW SEMINAR:
A Practical Guide to Remote and Hybrid Workplaces

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