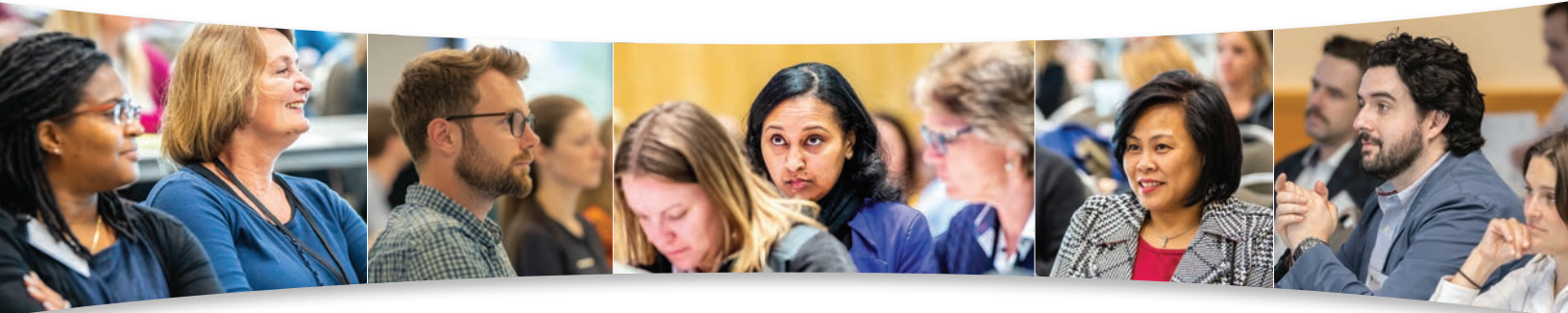


May 19 & 20, 2025
Saint Paul RiverCentre

The 2025 Upper Midwest

Employment Law Institute



In A Flood Of Changes, The Institute Is Solid Ground.

70 sessions deliver strategies to help employment lawyers and HR professionals **tackle the non-stop deluge of changes in employment law, litigation, technology, and workplace dynamics.**

120 faculty with diverse practice perspectives **provide important updates, real-world guidance, and time-saving practice tools.**

Engaging conversations, knowledge sharing, and organic networking opportunities **fuel a powerful forum for learning and re-energizing with peers.**



Comprehensive, Up-to-the-Minute Education – It’s Absolutely Critical in 2025



Seismic Shifts Transforming Federal Regulatory Direction

The new Trump administration is shaping workplace law and driving major changes through executive orders and shifts in leadership and policy at the EEOC, Department of Labor, NLRB, and other key agencies.

Whether your clients are employers or employees, public or private sector – these seismic shifts demand your attention. You need real-time analysis and practical guidance. Where there is lack of clarity as to when, how, and if a change will take place, you’ll get recommendations from top practitioners on how they’re advising clients and why.

Important New and Pending Caselaw Developments

All session content is current, incorporating key case decisions. We also offer numerous breakout sessions focused on case updates including **post-Muldrow Title VII decisions, 8th Circuit, Upper Midwest states, independent contractor, harassment, “reverse discrimination,”** and more. In addition, the agenda includes sessions that will help prepare you for the impact of recent and pending **U.S. Supreme Court** cases:

- **Loper Bright Enterprises** – Ending *Chevron* deference.
- **Ames v. Ohio Department of Youth Services** – Examining burden of proof in “reverse discrimination” cases.
- **EMD Sales v. Carrera** – Defining proof standards for FLSA overtime exemptions.
- **And more**

Critical Trends in State Employment Law

State and local laws continue to rapidly evolve, impacting leave policies, anti-discrimination rules, cannabis regulations, and many other workplace requirements. The Institute covers these developments and how they intersect with major shifts in federal employment law, providing practical guidance for addressing these changes.

Diverse Session Formats That Support Engaged Learning

Varying session formats keep learning engaging and effective. That variety includes popular formats such as using **real-world hypotheticals, list-based topic discussions, integrating audience Q&A, and panel discussions.** This year we’re also showcasing **10 experiential learning sessions,** including:

- **5 Topic-Based Open Forums**
Covering DEI, employee leave, noncompetes, remote work and return to office, and ADA interactive process and accommodations – these sessions are led by experienced employment attorneys who provide expert insights in discussions driven by attendee questions. With so many new developments, this is a unique and incredibly valuable opportunity to ask questions along with peers facing similar challenges.
- **5 Additional Experiential Learning Sessions – Live Actors, Audience Voting, and More**
 - AI, Surveillance, Off-System Messaging, and Other Workplace Tech – The Quiz Show (with Audience Voting)
 - Advanced Deposition Practice (with Customized Video Demonstrations)
 - Conducting an Effective Investigative Interview (with Actors)
 - When, Why, and How to Terminate – A Scenario-Based Analysis of Decision-Making at 3 Critical Stages of the Process (with Actors)
 - Is Your Workplace Digitally Accessible? Best Practices and ADA Requirements (with Demos of Access Solutions for Employees’ Common and Hidden Disabilities)

Expansive Coverage of Recurring Employment Law and Litigation Challenges

In addition to new developments, the Institute provides an in-depth curriculum on persistent issues. Topics include internal investigations, handbooks, discipline and discharge, documentation, leave and accommodations, off-duty conduct, constitutional protections in the public sector, damages, evidence, mediation preparation, deposition practice, and more. Led by expert faculty and grounded in real-world application, the Institute ensures you stay equipped to handle these critical issues – always with the latest legal updates in mind.

5 Post-Conference Tools That Help You All Year

You’ll receive a valuable package of benefits to keep you informed and prepared, including:

- 1 | **Extensive Session Materials** with practical practice aids.
- 2 | **Four Bonus Legal QuickSheets™/Summary Guides™** for quick answers on key employment law issues.
- 3 | **The 2025 New Edition of the *Internal Employment Investigations Handbook*** – a must-have resource for quick, practical guidance.
- 4 | **Three Bonus Post-Institute Webcasts.**
- 5 | **A Bonus Full-Day Seminar.**

A Fun Conference – Learn, Connect, and Enjoy!

The Upper Midwest Employment Law Institute is more than just excellent education – it’s fun! Over two days, you’ll learn from the best, connect with colleagues, and enjoy great conference amenities. It’s the perfect opportunity to experience the energy of your vibrant professional community.

Powerhouse Faculty – Here’s a Preview of the 120-Strong Lineup

Don’t miss D.C. insiders who’ll provide the latest update on the DOL, EEOC, and NLRB. You’ll hear from:

- **Paul DeCamp**, a past Administrator of the DOL’s Wage and Hour Division. Paul also obtained one of the first post-*Loper Bright* appellate decisions vacating a federal regulation.
- **Jim Paretto**, whose two decades of experience working with federal legislators and policymakers includes being chief of staff and senior counsel to an EEOC acting chair.

Gain a competitive edge from thought leaders including:

- **Mark Albert**, a Peabody and EMMY award winner with a 25-year journalism career distinguished by investigative and political reporting.
- **Dr. Samantha Holmes**, a seasoned consultant on jury psychology with more than 25 years of experience, including shaping strategies in high-profile cases.
- **Damien Riehl**, a leading legal technologist named by the Financial Times among six champions of generative AI innovation.

Get judicial insights you can’t learn just by reading case law. Hear from:

- **Honorable Patrick J. Schiltz**, Chief U.S. District Judge, District of Minnesota
- **Honorable Eric C. Tostrud**, U.S. District Judge, District of Minnesota
- **Honorable John R. Tunheim, Sr.** U.S. District Judge, District of Minnesota
- **Honorable Edward T. Wahl**, Judge, Hennepin County District Court

Have employees in Minnesota? Get firsthand insights from Minnesota state agency leaders on important topics:

- **Nicole M. Blissenbach**, Commissioner, Minnesota Department of Labor & Industry
- **Greg Norfleet**, Minnesota Paid Leave Director, Minnesota Department of Employment and Economic Development
- **Nicole Salonek Schladt**, General Counsel, Minnesota Department of Human Rights

And that’s just a snapshot of the top-tier faculty getting ready to provide you with an outstanding learning experience – see page 10 for the full faculty lineup!

Register today at www.minncle.org

What You Need to Stay Ahead in Employment Law – All in One Powerful Package

The Gold Standard in Employment Law Conferences – May 19 & 20, 2025

• A Proven 42-Year Track Record

Each year helping more than 1,000 employment lawyers and HR professionals sharpen their expertise, build connections, and approach work with fresh insight and greater confidence.

• Stay Ahead

Get expert insights on the latest laws, rules, cases, and trends shaping employment law.

• More Than Just Credit Hours

Gain a competitive edge with game-changing insights. Build connections. Enjoy the conference amenities. Get energized!

• Two Full Days of Practical Education

Focus on today's most pressing workplace and litigation challenges.

• More than 70 Practical Sessions

Customize your schedule with a wide range of engaging breakout options.

• More than 120 Faculty Members

Learn from top practitioners with diverse perspectives from all types of employment practices – as well as judges, regulators, and other experts.

• Extensive Materials

Access in-depth written resources.

• And More

Enjoy an event designed to fuel your success!

Your Go-To Collection of Employment Law Resources – Including Quick-Reference Tools

In-person attendees receive printed copies of the session written materials for the main plenary sessions, as well as for the breakout sessions that they attend; electronic access to all session written materials even if they didn't attend those sessions; electronic access to PowerPoint slides; and printed copies and electronic access to all bonus publications listed below. **Online replay attendees** receive electronic access to session written materials and PowerPoints, as well as electronic access to all bonus publications.

1 Session Materials and PowerPoints

Take home an extensive collection of session written materials, including analysis, checklists, and real-world applications, plus access to PowerPoints.



2 Internal Employment Investigations Handbook – New Edition

(May 2025, Second Edition)

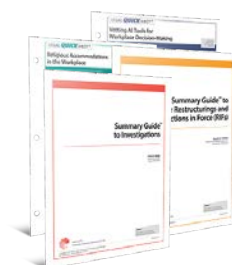
Editors:
Patricia Y. Beety, Jennifer R. Coates & Lawrence P. Schaefer

This newly revised, nine-chapter second edition is fully updated and covers pre-investigation essentials; managing electronic evidence; effective employee interviews; credibility determinations; reporting findings and conclusions; privilege issues in investigations; handling investigations that involve criminal conduct; public sector considerations; common investigation pitfalls; and more.



3 2 Legal QuickSheets™ and 2 Summary Guides™ – New and Newly Updated

- **NEW:** Legal QuickSheet™ on Religious Accommodation in the Workplace
- **NEW:** Legal QuickSheet™ on Vetting AI Tools for Workplace Decision-Making
- **NEW:** Summary Guide™ to Workforce Restructuring and Reductions in Force
- **NEWLY UPDATED:** Summary Guide™ to Investigations



Bonus Post-Institute Programming – More Education and Up to 9 Extra Credits

1 Bonus Full-Day Seminar

You can earn 6 extra credits after the Institute with a complimentary full-day seminar on internal employment investigations. That seminar features practical guidance, real-world applications, and the legal principles behind them. Attend in person on August 12, 2025, or view an online replay on September 9 or 25, 2025.

Course Chairs:
Patricia Y. Beety & Lawrence P. Schaefer

Faculty:
Deborah R. Autrey, Cynthia A. Bremer, Jenny Gassman-Pines, Phillip M. Kitzer, Jillian Kornblatt, Samuel J. Richter, Fran A. Sepler, Janell M. Stanton & Jody Ward-Rannow

2 Choose 3 of 8 Bonus Post-Institute Webcasts

You can earn 3 more credits through bonus webcasts, and you get to choose which 3 webcasts are best for you! Each webcast will be 1-hour long and scheduled for July or August 2025. Specific dates and times will be announced.

- **2025 California Employment Law Update: New Cases, Laws, and Legal Hotspots in the Golden State**
Jen Cornell & Teresa W. Ghali
- **The Secret Recipe: How HR and In-House Counsel Can Get the Most Benefit from Outside Employment Counsel**
Kathy Laridaen, Emily Ruhsam & Bethany J. Venegoni
Gregory J. Stenmoe (moderator)
- **What To Do When Your Client's "Return to Work" Dream Becomes a Nightmare – Including for the Legal Department**
Daniel G. Prokott & Nicole A. Truso
- **Preventing Harassment in a Remote Workforce**
Cynthia A. Bremer & Dennis A. Davis, PhD
- **When Problematic Employee Behavior Stems from a Mental Health Condition**
Amy B. Conway, Phillip M. Kitzer & Andrea L. Lovett, PhD
- **Finding the Right Candidate – Recruiting, Screening, and Background Checks**
Janell M. Stanton
- **Talk to the Hand: Ethical Limits on Communications with Non-Clients**
Eric T. Cooperstein
- **Ethical Quicksand: In-House Counsel's Playbook for Meeting Ethics Duties During Their Client's Worst-Case Scenarios**
Jennifer R. Coates & Roxanna Gonzalez

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SPONSORED EVENTS/ITEMS:

Nichols Kaster Coffee Cart Days 1 & 2	Jackson Lewis Reception	Fredrikson Ice Cream Break Day 2
Littler Breakfast Day 1	Bassford Remele Breakfast Day 2	JAMS Lanyards
Husch Blackwell Luncheon Day 1	Fisher Phillips Snack Break Day 2	Minnesota Lawyer Advertisement
Ogletree Deakins Snack Break Day 1	Lathrop GPM Luncheon Day 2	

MORNING PLENARY SESSIONS

7:15 – 8:20 a.m.
CHECK-IN

Coffee Cart,
Continental Breakfast
& Conversation!

Coffee cart sponsored by
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Nichols Kaster
ATTORNEYS AT LAW

Continental breakfast sponsored by
SILVER SPONSOR

Littler

8:20 – 9:50 a.m.
MAIN PLENARY

8:20 – 8:30 a.m.

WELCOME & INTRODUCTION

8:30 – 9:05 a.m.

New Major Cases at the U.S. Supreme Court – “Reverse” Discrimination, Agency Limits, FLSA Overtime Exemptions, and More

From the end of *Chevron* deference in *Loper Bright* to Ames’s examination of the burden of proof in so-called “reverse” discrimination cases and *E.M.D. Sales*’s decision on evidentiary burdens for proving FLSA overtime exemptions – and more, the U.S. Supreme Court is taking on cases with potentially major implications for employment law. This session covers the past twelve months’ significant rulings and those still pending. Learn how these decisions may shape workplace policies, employment litigation, and the rights of employers and employees moving forward.

Rachhana T. Srey

9:05 – 9:50 a.m.

The Second Trump Administration – Reshaping the Landscape of Labor and Employment Law

The Trump administration is rapidly reshaping labor and employment law with sweeping executive orders and policy shifts, agency leadership changes, modified enforcement priorities, targeted terminations and mass “buyout” offers, and hiring freezes in federal agencies. This session will break down these critical changes and their current and anticipated impacts, lawsuits challenging some of these changes, and what else to expect moving forward in 2025.

Daniel G. Prokott

8:20 – 9:50 a.m.

ALTERNATE PLENARY

8:20 – 8:30 a.m.

WELCOME & INTRODUCTION

8:30 – 9:50 a.m.

Conducting an Effective Investigative Interview – How to Deal with Common Issues, Tough Questions, and Difficult People

With live enactments!

Using live enactments of two different interviews, Fran Sepler demonstrates the 5 essential stages of an investigative interview: (1) opening and tone setting; (2) reconstruction; (3) deconstruction; (4) closing; (5) recap and continuity, and demonstrates and provides tips for addressing common issues, dealing with tough questions, and managing difficult people.

Fran A. Sepler

9:50 – 10:15 a.m.

BREAK

10:15 – 11:15 a.m.

BREAKOUT SESSION A

11:30 a.m. – 12:30 p.m.

BREAKOUT SESSION B

1:30 – 2:30 p.m.

BREAKOUT SESSION C

2:45 – 3:45 p.m.

BREAKOUT SESSION D

4:00 – 5:00 p.m.

BREAKOUT SESSION E

ADVISORS AND IN-HOUSE COUNSEL

001

Wage and Hour Law Basics – A Practical Guide

Mary B. Thomas

002 *Repeated at #804*

When an Employee’s Rights Clash with Those of Another Employee, Customer, or Client – Practical, Creative Approaches to Tough Situations

Penny Phillips

003

Employee Social Media Posts – Real-World Guidance for Situations That Implicate Employee Expression and Employer Interests

Grant T. Collins & Emily L. Marshall

IN-HOUSE COUNSEL

004

Multi-State Employers: Keeping Up with State Specific Employment Laws and Trends

Jana Bruder, Richard Greiffenstein & Nicole Dailo Jison
Mandana Massoumi (moderator)

UPDATES

005

A DC Insider’s EEOC Update – Recent Actions, Policy Reversals, and Anticipated Priorities

James A. Paretto, Jr.

LITIGATORS

ETHICS

006

1.0 ethics credit applied for Ethics: Hot Documents, Hot Water

Eric T. Cooperstein

007

Litigating Employment Cases When AI Is In Play – From Purchased AI Tools to AI-Drafted Decisions

Phillip M. Kitzer, Karen L. Odash & Damien A. Riehl
Jack T. Sullivan (moderator)

PUBLIC SECTOR

107

Public Sector – See session #003 above Employee Social Media Posts – Real-World Guidance for Situations That Implicate Employee Expression and Employer Interests

106

Advanced Deposition Practice – Preparing Fact or Rule 30(b)(6) Witnesses for Deposition

With customized video demonstrations!
Randall E. Kahnke, Anna E. Sallstrom & Bryan K. Washburn

OPEN FORUMS

207

U.S. District Court Judges Panel – Summary Judgment, Injunctions, and More!

Honorable Patrick J. Schiltz, Honorable Eric C. Tostrud & Honorable John R. Tunheim
Patrick R. Martin (moderator)

208

The Minnesota Government Data Practices Act – Key Considerations for Public Sector Employers Managing Investigations and Personnel Data

Joseph A. Kelly & Sarah Riskin

209

Open Forum on Return to the Office, Remote Jobs and Hybrid Work – Your Questions, Answered!

Nicholas G.B. May, Jana O’Leary Sullivan & Nicole A. Truso

101

Discrimination in the Workplace – The Basics: Understanding Protected Categories and Prohibited Practices

Sheila A. Engelmeier

102

Repeated at #801 The Workplace Bully – Understanding What Fuels Workplace Bullying and How to Stop It

Fran A. Sepler

103

When, Why, and How to Terminate – A Scenario-Based Analysis of Decision-Making at 3 Critical Stages of the Process

With live workplace vignettes!
Melissa Raphan & Steven Andrew Smith

104

Peabody and EMMY Award Winner Mark Albert on “Courting the Court of Public Opinion”

Mark Albert

105

2025 Midwest Mashup – New Developments in Illinois, Iowa, North Dakota, South Dakota and Wisconsin

V. John Ella & MacKenzie Hertz

106

Advanced Deposition Practice – Preparing Fact or Rule 30(b)(6) Witnesses for Deposition

With customized video demonstrations!
Randall E. Kahnke, Anna E. Sallstrom & Bryan K. Washburn

207

Litigators – See also session #104 above Peabody and EMMY Award Winner Mark Albert on “Courting the Court of Public Opinion”

Honorable Patrick J. Schiltz, Honorable Eric C. Tostrud & Honorable John R. Tunheim
Patrick R. Martin (moderator)

208

The Minnesota Government Data Practices Act – Key Considerations for Public Sector Employers Managing Investigations and Personnel Data

Joseph A. Kelly & Sarah Riskin

209

Open Forum on Return to the Office, Remote Jobs and Hybrid Work – Your Questions, Answered!

Nicholas G.B. May, Jana O’Leary Sullivan & Nicole A. Truso

201

FMLA Basics – Navigating Eligibility, Covered Conditions, and Compliance in 2025

Danielle W. Fitzsimmons & Andrew T. James

202

Answers to 20 of the Biggest Employment Law Questions Facing Employers in 2025

Marko J. Mrkonich

203

Is Your Workplace Digitally Accessible? Best Practices and ADA Requirements

With demos of access solutions for employees’ common and hidden disabilities
Patrick D. Busch & Rachel L. Dougherty

204

The Trump Administration’s Anti-DEI Actions – How to Navigate This Volatile Legal Landscape

T. Scott Kelly

205

3 High-Stakes Immigration Issues in Today’s Workplace – Increased I-9 Audits, ICE Inspections, and Discrimination Risks

Rebecca J. Bernhard & John T. Medeiros

206

Planting Million-Dollar Seeds: The True Value of “Garden Variety” Emotional Distress

Leslie L. Lienemann, Elizabeth (BB) Sanford & Zane A. Umsted
Benjamin R. Kwan (moderator)

207

U.S. District Court Judges Panel – Summary Judgment, Injunctions, and More!

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Nicholas G.B. May, Jana O’Leary Sullivan & Nicole A. Truso

301

LGBTQ+ Protections and Equality Considerations in the Workplace

Megan L. Anderson & Caitlin R. Gehlen

302

Challenging ADA Accommodation Scenarios – A Systematic Approach to Evaluating Options and Implementing Decisions

Jessica L. Roe

303

Minnesota’s New Earned Sick and Safe Time and Paid Leave Laws – Practical Guidance on Deadlines, Eligibility, Documentation, New Processes, and More

Sharon S. Beck & Amy B. Conway

304

AI-Powered Litigation Insights – Predicting Case Risk and Using Data to Drive Strategy

Kate Middleton, Michael D. Okerlund & Daniel R. Olson

305

Independent Contractor Update – New Administration, New Case Decisions, New Trends Across States

Bryce M. Miller & Tina A. Syring

306

Crucial Tips for Navigating the Changing Labor Law Landscape for All Workforces – Union and Non-Union Alike

Nichole L. Harville, Timothy J. Louris & Thomas R. Trachsel

307

Litigating Workplace Discrimination in 2025 – How Plaintiffs’ Attorneys Are Adapting to Federal Rollbacks and State-Level Shifts

Amy E. Boyle, Katy Rollins & Lawrence P. Schaefer

308

Religion in the Public Sector Workplace – Applying Federal Legal Requirements to Common Scenarios

Susan K. Hansen

309

Open Forum on Noncompetes, Nonsolicits, and Severance Agreements – Your Questions, Answered!

Ellen A. Brinkman, Kristin Berger Parker & Steven Andrew Smith

401

Documenting and Reporting Findings and Conclusions in an Employment Investigation

Jillian Kornblatt & Melissa Raphan

402

The MHRA’s Cabinet of Curiosities – Overlooked Provisions Lawyers Can’t Afford to Miss

Judith Bevis Langevin

403

RIFs and Workforce Restructurings – Effective Planning, Implementation, Risk Mitigation, and Compliance

Daniel G. Prokott

404

“Adverse Employment Action”? How Courts Are Applying *Muldrow* and the Impact on Case Valuation and Strategy

Sheila A. Engelmeier & Gregory J. Stenmoe

405

Cracking the Code – Elevate Your Mediation Prep for Greater Success with Less Stress

Celeste E. Culberth & Barbara Jean D’Aquila

406

2025 Minnesota Public Sector Employment Law Update

Alex M. Bollman & Brandon M. Fitzsimmons

407

Litigators – See also session #402 above The MHRA’s Cabinet of Curiosities – Overlooked Provisions Lawyers Can’t Afford to Miss

Judith Bevis Langevin

408

2025 Minnesota Public Sector Employment Law Update

Alex M. Bollman & Brandon M. Fitzsimmons

409

Open Forum on Noncompetes, Nonsolicits, and Severance Agreements – Your Questions, Answered!

Ellen A. Brinkman, Kristin Berger Parker & Steven Andrew Smith



5:00 – 6:00 p.m.

RECEPTION

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LUNCHEON

2:30 – 2:45 p.m.

SNACK BREAK

3:45 – 4:00 p.m.

BREAK

MORNING PLENARY SESSIONS

7:15 – 8:20 a.m.

CHECK-IN

Coffee Cart, Continental Breakfast & Conversation!

Coffee cart sponsored by GOLD SPONSOR



Continental breakfast sponsored by GOLD SPONSOR



8:20 – 9:50 a.m.

MAIN PLENARY

8:20 – 8:30 a.m.

WELCOME & INTRODUCTION

8:30 – 9:10 a.m.

The Annual Minnesota Law Update

Catch up on the latest developments in Minnesota state and local legislation, regulations, and cases affecting the workplace. *Amy B. Conway*

9:10 – 9:50 a.m.

Tracking and Interpreting Today's Seismic Regulatory Shifts – A DC Insider's Perspective

Whether you represent employees, employers, or the government, keeping up with today's rapidly shifting federal regulatory and enforcement landscape requires more than tracking individual changes – it demands a sharp, big-picture perspective. Paul DeCamp offers a DC insider's insights on how to anticipate, track, and interpret these shifts by understanding the broader forces driving these unprecedented changes. *Paul DeCamp*

8:20 – 9:50 a.m.

ALTERNATE PLENARY

8:20 – 8:30 a.m.

WELCOME & INTRODUCTION

8:30 – 9:50 a.m.

Retaliation Hot Spots – Effective Strategies for Preventing and Managing Risks

When an employee files a complaint, participates in an investigation, or blows the whistle, any subsequent changes to their job duties, shift schedule, or treatment can raise suspicions of retaliation. In this session, we'll explore realistic scenarios that illustrate how easily these situations can arise – from newly instituted performance improvement plans and micromanagement to sarcastic "thin skin" comments, coworker exclusion, or even termination. We'll address critical questions that employment lawyers and HR professionals face. *Ellen A. Brinkman, Erin S. Conlin & Jana O'Leary Sullivan*

9:50 – 10:15 a.m.

SNACK BREAK

sponsored by BRONZE SPONSOR



10:15 – 11:15 a.m.

BREAKOUT SESSION F

ADVISORS AND IN-HOUSE COUNSEL

501 *Repeated at #703*

How to Effectively Document Employee Performance and Conduct Issues

Heather C. Fokken & Steven C. Kerbaugh

502

Making Leave Compliance Work – Integrating Minnesota's New Leave Laws Without Creating Chaos

*Jillian M. Flower & Beth Papacek-Kovach
Leonard B. Segal (moderator)*

503

AI, Surveillance, Off-System Messaging, and Other Workplace Tech – The Quiz Show

*With audience voting!
Niloy Ray*

IN-HOUSE COUNSEL

504

Employment Litigation and Arbitration Outlook – Key Trends in 2025 and Beyond

*Jascha K. Clark, Krista A.P. Hatcher & Anna P. Prakash
Jeff Brockmann (moderator)*

UPDATES

505

Paul DeCamp and Rex Burch on USDOL Wage and Hour Reversals and the Road Ahead

Richard J. (Rex) Burch & Paul DeCamp

506

"Reverse" Discrimination Case Update 2025 – Including the Ames Case at the US Supreme Court

Gina K. Janeiro & Nicholas G.B. May

LITIGATORS

507

Gain the Winning Edge in Employment Litigation – Master Jury Persuasion with Dr. Samantha Holmes

Samantha D. Holmes, PhD

Litigators – See also session #504 above

PUBLIC SECTOR

608

ADA Compliance for Government Employers' Physical Ability Testing Policies

Joyce Hottinger & Jana O'Leary Sullivan

OPEN FORUMS

609

Open Forum on DEI – Facilitated by Legal, HR, and Leadership Professionals

Lucas J. Kaster, Toni D. Newborn & Abdul M. Omari, PhD

11:30 a.m. – 12:30 p.m.

BREAKOUT SESSION G

601

Pregnant Workers – How to Handle Real-World Scenarios Under the PWFA, ADA and FMLA

Penny Phillips

602

Religious Accommodations After Groff v. DeJoy and Under the New Administration

Michael J. Moberg

603

How Recent Federal Changes Can Impact Your Employee Handbooks – Reworking Policies, Effectively Communicating Changes to Your Employees, and Avoiding Pitfalls

Teresa M. Thompson

604

Vetting Artificial Intelligence in HR – Practical Steps for Employment Lawyers

Terran C. Chambers

605

Minnesota Regulatory Developments Unpacked – Action-Oriented Insight from MDHR, MnDLI, and MnDEED Leaders

*Nicole M. Blissenbach, Greg Norfleet & Nicole Salonek Schladt
Megan L. Anderson (moderator)*

606

2025 Eighth Circuit and Federal District Court Update – Instructive New Cases

Cynthia A. Bremer & Justin D. Cummins

607

You Make the Call: Should This Evidence Be Admitted?

Honorable Edward T. Wahl

608

ADA Compliance for Government Employers' Physical Ability Testing Policies

Joyce Hottinger & Jana O'Leary Sullivan

609

Open Forum on DEI – Facilitated by Legal, HR, and Leadership Professionals

Lucas J. Kaster, Toni D. Newborn & Abdul M. Omari, PhD

1:30 – 2:30 p.m.

BREAKOUT SESSION H

701

Managing Electronic Evidence, Documents, and Other Information Collected During an Employment Investigation

Cynthia A. Bremer & Jody Ward-Wannow

702

Military Leave Laws – Navigating Common USERRA Compliance Issues

Mathew M. Meyer

703 *Repeat of #501*

How to Effectively Document Employee Performance and Conduct Issues

Heather C. Fokken & Steven C. Kerbaugh

704

Noncompetes and Nonsolicits – Real-World Strategies for Employer Counsel Amid Legal Uncertainty

*Katie M. Connolly & Davida S. Williams
Joel Andersen (moderator)*

705

Workplace Harassment Case Update 2025 – Title VII Cases

Frances E. Baillon, Jerri Adams Belcher & Sara Lewenstein

706

Retaliation Claims at Summary Judgment – Winning Approaches to Discovery, Briefing, and Argument from Both Sides

Kristin Berger Parker & Brian T. Rochel

707

From Free Speech to Due Process: What Public Sector Lawyers and HR Need to Know to Handle 10 Everyday Constitutional Issues

Patricia Y. Beety & Farah Famouri

708

Open Forum on Employee Leaves – Your Questions, Answered!

Jillian M. Flower, Pamela M. Harris & Leonard B. Segal

2:45 – 3:45 p.m.

BREAKOUT SESSION I

801 *Repeat of #102*

The Workplace Bully – Understanding What Fuels Workplace Bullying and How to Stop It

Fran A. Sepler

802

Open Forum on ADA Interactive Process and Accommodations – Your Questions, Answered!

Cynthia A. Bremer, Justin D. Cummins & Michael J. Moberg

803

Minnesota's Marijuana Law – What It Means for Employer Policies, Drug Testing, Discipline, and On-Premises Possession

Grant T. Collins

804 *Repeat of #002*

When an Employee's Rights Clash with Those of Another Employee, Customer, or Client – Practical, Creative Approaches to Tough Situations

Penny Phillips

805

1.0 mental health/substance use credit applied for Supporting Lawyer Well-Being – Managing the Pressures of a Rapidly Changing, High-Stakes Employment Law Landscape

Joan M. Bibelhausen

MH/SU

ELIMINATION OF BIAS

Beyond Belief – Addressing Religious Bias in Legal Practice

1.0 elimination of bias credit applied for

Religious bias manifests when individuals face differential treatment based on their faith traditions or secular beliefs, rather than their merit and capabilities. It encompasses explicit discrimination, unconscious stereotyping, and subtle microaggressions that can create hostile environments. Throughout this course, we will examine how these biases emerge in legal practice, identify our own potential blind spots, and develop practical strategies to ensure fair and equitable treatment of all clients and colleagues.

Jenny Gassman-Pines

Bonus Post-Institute Seminar!

Earn 6 more credits. See page 5 for more details.

3 Bonus Post-Institute Webcasts!

Select from 8 choices – more education, more credits, more value.

See page 5 for the list of webcasts and more details.

11:15 – 11:30 a.m.

BREAK

12:30 – 1:30 p.m.

LUNCHEON

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2:30 – 2:45 p.m.

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3:45 – 4:00 p.m.

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Minnesota CLE has applied to the Minnesota State Board of CLE for **12.5 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 **12.5 MSBA civil trial specialist credits, 12.5 MSBA labor and employment law specialist credits, and 12.5 CJE credits for judges.**

We also anticipate that session #006 will qualify for **1.0 ethics credit**, that session #805 will qualify for **1.0 mental health/substance use credit**, and that the concluding plenary on Day 2 will qualify for **1.0 elimination of bias credit.**

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COURSE MATERIALS

Please see page 4 for complete information regarding the session materials and bonus publications.

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The Institute begins at 8:20 a.m. each day. We encourage commuters to allow plenty of time for rush hour traffic and for parking. Please take special note of the map which indicates the RiverCentre location and adjacent parking lots.

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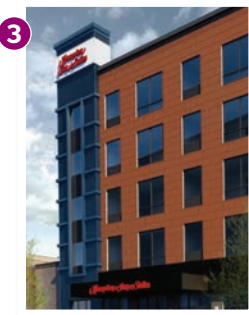
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2 3 BONUS WEBCASTS

July & August 2025 – Dates & Times TBA

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- 2025 California Update
- How HR and In-House Counsel Can Get the Most Benefit from Outside Employment Counsel
- What To Do When Your Client's "Return to Work" Dream Becomes a Nightmare – Including for the Legal Department
- Preventing Harassment in a Remote Workforce
- When Problematic Employee Behavior Stems from a Mental Health Condition
- Finding the Right Candidate – Recruiting, Screening, and Background Checks
- Talk to the Hand: Ethical Limits on Communications with Non-Clients
- Ethical Quicksand: In-House Counsel's Playbook for Meeting Ethics Duties During Their Client's Worst-Case Scenarios

FREE!

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3 BONUS SEMINAR

Internal Employment Investigations

LIVE IN PERSON: August 12, 2025
ONLINE REPLAYS: September 9, 2025
September 25, 2025

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