

# REVIEW. PREPARE. REFRESH.

A terrific **REVIEW** of the fundamental principles of more than 15 areas of law that are the basis for practicing labor and employment law in Minnesota.

Designed specifically to help **PREPARE** attorneys for the Labor & Employment Specialist Certification Examination, scheduled for Saturday, October 11, 2025.

20 knowledgeable and experienced practitioners distill critical legal concepts and provide written course materials to **REFRESH** your knowledge and expertise in labor and employment law, even if you aren't taking the exam.

## IMPORTANT BENEFITS

- Comprehensive overview of Federal and Minnesota law
- Strategically designed "exam prep" of more than 15 topic areas
- Experienced practitioners delivering essential, timely content and answering your questions
- Practice-enhancing materials and resources for any attorney
- **WATCH AGAIN FEATURE** – The ability to watch all sessions for one year (not for CLE credit).

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# Understanding Minnesota and Federal LABOR & EMPLOYMENT LAW

*Designed to Prepare You  
for the Certification Exam...  
Perfect for Anyone Seeking a  
Comprehensive Overview of  
Employment Law Matters*

- Increase your knowledge of **employment** and **labor law fundamentals**
- More than **15** substantive topic areas specifically selected to help you **prepare for the exam.**
- **Special Benefit** for attendees – the **Watch Again** feature provides access to all sessions for one year (not for CLE credit).

Understanding  
Minnesota and Federal  
**LABOR &  
EMPLOYMENT  
LAW**

**ATTEND IN PERSON  
MONDAY, SEPTEMBER 8, 2025**

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MONDAY,  
SEPTEMBER 8, 2025**

Minnesota CLE Conference Center, Minneapolis

**Can't attend in person? View an online replay!**

Friday, September 19, 2025 or Wednesday, October 1, 2025

# SCHEDULE

8:30 – 9:00 a.m. CHECK-IN & CONTINENTAL BREAKFAST

9:00 – 9:05 a.m.

## Welcome & Introduction

9:05 – 9:15 a.m.

## Overview of the Labor & Employment Law Specialist Certification Exam

– *Michael J. Moberg*  
Chair, MSBA's Labor & Employment Specialist Certification Board

9:15 – 10:15 a.m.

## Employment Discrimination

### • Part I (30 MINUTES)

State and federal employment discrimination statutes, including Title VII, the Americans with Disabilities Act (discrimination and accommodation), the Age Discrimination in Employment Act, the Older Workers Benefit Protection Act, the Equal Pay Act, the Minnesota Human Rights Act, and the Minnesota Women's Economic Security Act.

– *Steven Andrew Smith*

### • Part II (30 MINUTES)

Releases of employment discrimination claims, arbitrability of claims, and how employment discrimination statutes affect analysis in reductions-in-force.

– *Erin R. Emory*  
*Jenny Gassman-Pines*

10:15 – 10:20 a.m. BREAK

10:20 – 11:05 a.m.

## Private Sector Labor Law

Overview of the NLRA, NLRB proceedings, organizing and unfair labor practices.

– *Chelsea J. Bodin & Sara L. Lewenstein*

11:05 – 11:35 a.m.

## Ethics Issues in Labor and Employment Practice

*0.5 ethics credit applied for*

This short and impactful session will deliver your essential employment ethics tips including, identifying your client and constituents in an organization, analyzing conflicts, conducting ethical investigations, and drafting ethical settlement agreements.

– *Ingrid N. Culp & Cassie B. Hanson*

11:35 – 11:45 a.m. BREAK

11:45 a.m. – 12:15 p.m.

## Immigration Law for the Labor and Employment Attorney

All foreign nationals, except for US permanent residents, must obtain authorization from the US government to live and/or work in the US. This session will provide an overview of H1-B Non-Immigrant Work Visas, L-1 Non-Immigrant Work Visas, E-1/E-2 Non-Immigrant Work Visas, TN Classification, Lawful Stay for Dependents, Form I-9 and E-Verify.

– *Rebecca N. Desnoyers*

12:15 – 12:30 p.m.

## 2025 Changes to Leave Laws (covering FMLA, ADA, State Statutes and Local Ordinances)

This session will provide a brief overview of recent changes to federal, state, and local leave laws. It will address the FFCRA, FMLA, MPLA, ADA, with a focus on leave law changes introduced in Minnesota's 2025 legislative session, including rest and meal breaks, Earned Sick and Safe Time (ESST), and Minnesota Paid Leave.

– *Grant T. Collins*

12:30 – 1:10 p.m. LUNCH BREAK (ON YOUR OWN)

## EMPLOYMENT LAW TRACK

1:10 – 1:40 p.m.

### What Every Employment Attorney Needs to Know About Labor Law

Labor law isn't just for labor unions. Attorneys representing employees and employers in a non-union environment need to understand how federal labor law applies in a non-union workplace. Learn labor law restrictions that apply to non-union employers' policies; labor grievances and their interplay with other employment law claims; and when and how you must consider that a workplace is unionized when rendering employment law advice.

– *Timothy J. Louis*

1:40 – 1:50 p.m. BREAK

1:50 – 2:20 p.m.

### Common-Law Employment Contract and Tort Claims

This session will provide an overview of employment torts, including tortious interference, invasion of privacy, defamation, and negligence. This session will also cover employment contracts, non-compete/restrictive covenants, executive compensation.

– *Lawrence P. Schaefer*

2:20 – 2:30 p.m. BREAK

2:30 – 3:00 p.m.

### Wage and Hour

Federal Fair Labor Standards Act, state wage and hour laws, prevailing wage (federal and state) and settlements/releases in the wage-hour context.

– *Mary B. Thomas*

3:00 – 3:10 p.m. BREAK

3:10 – 3:40 p.m.

### Family and Medical Leave (15 MINUTES)

A brief overview of the federal Family and Medical Leave Act, several Minnesota equivalents and the Minneapolis and Saint Paul sick and safe time ordinances.

– *Grant T. Collins*

### Whistleblower, Reprisal and Retaliation (15 MINUTES)

This session will provide a general overview of federal and state whistleblower, reprisal, and retaliation claims.

– *Shawn J. Wanta*

3:40 – 3:50 p.m. BREAK

3:50 – 4:20 p.m.

### Other Significant State and Federal Employment Laws

This session will address Minn. Stat. 181; occupational safety and health (OSHA and state health and safety laws); unemployment compensation; state and federal veterans rights; federal contract compliance; DOL OFCCP; federal, state, and local affirmative action; and WARN.

– *Thomas R. Revnew*

4:20 – 4:30 p.m. BREAK

4:30 – 5:00 p.m.

## Benefits Law for the Labor and Employment Attorney

Except for wages and salaries, employee benefits are the primary tools by which employers attract and retain qualified personnel for their organizations. Learn to spot common issues that arise with employee benefits. Topics include ERISA plans, deferred compensation plans under IRS Code Section 409A, severance agreements and other related topics.

– *Thomas B. Henke*

## LABOR LAW TRACK

### What Every Labor Attorney Needs to Know About Employment Law

The duty to bargain regarding workplace policies that implicate employment law; the approach to disputes that involve both employment law and labor law claims; and the procedural and substantive differences in agency enforcement regarding employment law claims versus labor law claims.

– *Brendan D. Cummins*

### Labor Arbitrations

This session will review the process for grievance arbitrations, challenges to arbitrability, appeals, and more.

– *Alex M. Bollman*

### Collective Bargaining

This session will discuss the duty to bargain in good faith; subjects of bargaining; process and notices; and more.

– *Jacob C. Harksen*

### Duty of Fair Representation Claims, LMRDA and Labor Disputes

In this session you will learn about strikes, lockouts, and picketing. This session will also review the duty of fair representation claims and provide an overview of the Labor-Management Reporting and Disclosure Act.

– *Alice D. Kirkland*

### Public Sector Labor Laws

This session will identify the relevant laws and take a close look at the relevant portions of Minnesota's Public Employment Labor Relations Act.

– *Paula R. Johnston*

## COURSE INFORMATION

### LIVE IN PERSON

Monday, September 8, 2025  
Minnesota CLE Conference Center  
600 Nicollet Mall, Suite 370  
Third Floor City Center, Minneapolis

### ONLINE REPLAYS

Friday, September 19, 2025  
Wednesday, October 1, 2025  
View online at [www.minncle.org](http://www.minncle.org)  
The online replay will include all sessions. A moderator will be available to answer questions by e-mail.

### COURSE MATERIALS

In-person attendees will receive hard copies of any course materials submitted. All attendees will have access to all course materials via their Minnesota CLE online accounts.

### CREDITS

Minnesota CLE is applying to the Minnesota State Board of Continuing Legal Education for **6.0 CLE credits, including 0.5 ethics credit**. The maximum number of total credits attendees may report for this seminar is 6.0 credits. Minnesota CLE also is applying to the MSBA for **6.0 labor and employment law specialist credits**.

### SCHOLARSHIPS AVAILABLE

Minnesota CLE maintains a scholarship program for those with a financial need. For details or to obtain an application, contact [customerservice@minncle.org](mailto:customerservice@minncle.org).

### ACCOMMODATION

If you have a disability and need an accommodation in order to attend this seminar, contact Minnesota CLE as soon as possible at **800-759-8840** or [customerservice@minncle.org](mailto:customerservice@minncle.org).

### CANCELLATION / NO-SHOW POLICY

Paid registrants who cancel before the seminar will receive a refund upon request. Paid registrants who do not cancel and are unable to attend will retain access to the seminar materials through their Minnesota CLE website account.

## Labor and Employment Law Specialist Certification Exam

The MSBA offers Minnesota practitioners the opportunity to become Certified Labor & Employment Law Specialists. The examination will be given **Saturday, October 11, 2025**. For more information, go to the MSBA website at <https://mnbars.org/?pg=labor-and-employment-law>

## Register online today at [www.minncle.org](http://www.minncle.org)

## Understanding Minnesota and Federal

# LABOR & EMPLOYMENT LAW

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\$295 MSBA member

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### QUESTIONS?

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