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Co-sponsored by the MSBA Labor & Employment
Law Section and Minnesota CLE

Insights for the
ADVANCED
Practitioner

THE 2025

LABOR & EMPLOYMENT LAW INSTITUTE

Managing the Sea Change and Navigating the Riptides

In-Depth Analysis of New Laws, New Developments and New Directions:

- Updates from Senior Minnesota Agency Leaders
 - **Minnesota DLI Commissioner**
Nichole Blissenbach
 - **Minnesota DHR Commissioner**
Rebecca Lucero
 - **Minnesota DEED Deputy Commissioner**
Evan Rowe
- Insider Insights from Washington D.C.
- Critical Guidance on DEI, Immigration and Religion
- Mental Health & Substance Use Strategies

THURSDAY, NOVEMBER 20, 2025

Minnesota CLE Conference Center
600 Nicollet Mall, Suite 370; Minneapolis

CAN'T ATTEND THE LIVE SEMINAR?

View the Online Replay on Wednesday, December 17, 2025.

View information on your
mobile device or register online



THE 2025
LABOR & EMPLOYMENT LAW INSTITUTE

THURSDAY, NOVEMBER 20, 2025

Minnesota CLE Conference Center –
Attend In Person

GOVERNMENT SPEAKER

PLANNING COMMITTEE – Tina Burnside, Christopher J. Chantry, Brendan D. Cummins, Barbara Jean D'aquila, Nichole L. Harville, MacKenzie L. Hertz, and Michael J. Moberg.

SCHEDULE | *Designed for Experienced Labor & Employment Lawyers*

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

9:00 – 9:05 a.m. WELCOME & INTRODUCTION

9:05 – 9:50 a.m.

Managing the Sea Change – Why 2025 is Different and What Practitioners Must Consider When Advising Clients in 2026

The legal and practical challenges posed by new laws, unpredictable developments, and changing enforcement trends have resulted in a “sea change” that requires labor and employment attorneys to adjust their expectations and evaluate their client-advising strategies. We will kick off the event with experienced counsel providing a roadmap of the day, examining the developments and discussing actionable strategies for helping clients manage the sea change.

- Professor Stephen F. Befort
- Brendan D. Cummins
- Paul J. Zech

9:50 – 10:20 a.m.

Remarks by NLRB Acting General Counsel William B. Cowen

Get a focused review of recent actions, policy changes, and anticipated priorities of the EEOC and NLRB.

- William B. Cowen

10:20 – 10:30 a.m. BREAK

10:30 – 11:15 a.m.

How Recent Supreme Court Decisions are Impacting Labor and Employment Law

The Supreme Court has issued decisions and is considering cases with potentially major implications for employment law. Learn how these decisions may shape workplace policies, employment litigation, and the rights of employers and employees, and how they may potentially impact your strategies for advising clients and assessing potential claims.

- Cynthia A. Bremer
- Christopher D. Jozwiak

11:15 – 11:20 a.m. BREAK

11:20 a.m. – 12:05 p.m.

Navigating the Riptides – A DC Insider’s Perspective on Current Changes and the Anticipated Impacts

The rapidly shifting federal regulatory and enforcement landscape, funding cuts, and other seismic shifts make it difficult to assess where we are now and predict what may happen next. Get a DC insider’s insights on how to anticipate, track, and interpret these shifts and gain a better understanding of the broader forces driving these unprecedented changes.

- David S. Fortney

12:05 – 1:05 p.m. LUNCH BREAK (provided by Minnesota CLE)
Catered by Fogo de Chão

1:05 – 1:50 p.m.

State Rights, State Remedies, and State Initiatives – Insights for Advanced Practitioners from Senior Minnesota Agency Leaders

The uncertainty created by the complex network of executive orders, federal mandates, and agency actions promulgated by the current administration has generated new interest in state-level workplace initiatives and civil rights protections. Join key Minnesota agency leaders for their perspectives on the changes impacting the workplace, and what their agencies are doing to enforce state laws, support Minnesota employers, and protect workers’ rights.

- Minnesota DLI Commissioner Nichole M. Blissenbach
- Minnesota DHR Commissioner Rebecca A. Lucero
- Minnesota DEED Deputy Commissioner Evan Rowe
- Penelope J. Phillips, moderator

1:50 – 2:00 p.m. BREAK

2:00 – 2:45 p.m.

BREAKOUT SESSION A

101

What is DEI Discrimination and Where Do We Go from Here? – A Discussion of Legal and Effective Ways to Navigate the Changing DEI Landscape

Diversity, Equity, and Inclusion (DEI) is under unprecedented scrutiny. The legal landscape is rapidly shifting, with regulatory and enforcement priorities, including those of the EEOC, being redirected. Join our experienced panel for a discussion of current threats and opportunities and get guidance on how to develop a legally sound strategy for navigating recent and anticipated shifts in policy and enforcement priorities, mitigating risks associated with new interpretations of the law, and maintaining an equitable workplace.

- James C. Burroughs, II
- Kathryn M. Engdahl
- Mackenzie L. Hertz

102

What NEW Federal Immigration Policy Means for Businesses and Their Workforce – Key Guidance for Employees, Employers and Corporate Counsel

This session will dissect key new and anticipated policy changes—including heightened H-1B requirements, increased worksite enforcement (I-9 audits and ICE raids), and the fate of programs like DACA. Gain practical, actionable legal guidance on compliance strategies, risk mitigation, and corporate counsel responsibilities for advising both employers and foreign national employees about the issues at the intersection of labor and employment law and immigration law.

- Jesse E. Goldfarb
- Loan T. Huynh

2:45 – 2:50 p.m. BREAK

2:50 – 3:35 p.m.

BREAKOUT SESSION B

201

How SCOTUS and the Trump Administration are Redefining Religious Freedom in the Workplace and the Implications for Your Clients

This session analyzes Executive Orders, agency guidance, and recent Supreme Court decisions and discusses the evolving legal landscape surrounding the First Amendment’s Establishment and Free Exercise Clauses in workplaces. The discussion will include best practices for handling religious expression, employee religious accommodations, and other evolving issues.

- Professor Thomas C. Berg
- Sheila A. Engelmeier
- Nicholas J. Nelson
- Kaarin Nelson Schaffer
- Michael J. Moberg, moderator

202

What’s Changed and What Hasn’t for Workers – Current Trends in Organizing, Pay Transparency, Retaliation, Free Speech and Other Issues

This session will provide an advanced analysis of current labor and employment law trends, including shifts in organizing and protected concerted activity, the proliferation of pay transparency laws, and the complex interplay between workplace retaliation and employee free speech rights. Gain essential legal insights to protect workers and advise corporate clients on maintaining compliance and managing evolving workforce expectations.

- Jose Alfredo Gomez Rosales
- Timothy J. Louris
- Merle Payne
- Thomas R. Trachsel

3:35 – 3:45 p.m. BREAK

CLOSING PLENARY

3:45 – 4:45 p.m.

Staying Afloat and Charting New Courses in Sea Change – Mental Health Strategies for Advanced Labor and Employment Attorneys

1.0 mental health/substance use credit applied for

In today’s rapidly changing landscape, it’s easy to feel caught in the storm of new developments, difficult legal situations, and complex issues. Managing this environment can lead to challenges with mental health and substance use. This session shares practical advice for healthy ways to process the stress and offers resources for preventing or treating mental health or substance use issues.

- Jon M. Tynjala

COURSE INFORMATION

LIVE IN PERSON

Thursday, November 20, 2025
Minnesota CLE Conference Center
600 Nicollet Mall, Suite 370
Third Floor City Center, Minneapolis

ONLINE REPLAY

Wednesday, December 17, 2025
View online at www.minncle.org
Online replay includes all sessions. A moderator will be available to answer questions by email.

HOW TO REGISTER

Register online at www.minncle.org.
Email customerservice@minncle.org
or call **800-759-8840** for assistance.

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 CLE for **6.0 CLE credits, including 1.0 mental health/substance use credit**. The maximum number of CLE credits in-person attendees may claim for this course is 6.0 credits. Minnesota CLE is also applying to the Minnesota State Bar Association for **6.0 labor and employment law specialist credits**.

SCHOLARSHIPS AVAILABLE

Minnesota CLE maintains a scholarship program for those with a financial need. Contact customerservice@minncle.org for further details or to obtain an application.

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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.

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\$345 paralegal

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