

THE 2026 UPPER MIDWEST

EMPLOYMENT LAW INSTITUTE

With presentations from –

- EEOC Commissioner **Brittany Bull Panuccio**
- NLRB General Counsel **Crystal Stowe Carey**
- USDOL WHD Regional Administrator **Michael Lazzeri**



SAINT PAUL RIVERCENTRE

MAY 18-19, 2026

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

All the New Developments & Practical Guidance

60+ Sessions

100+ Faculty

Extensive Materials

Engaging Conversation

Special Bonuses

High ROI

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The Institute Takes a Year of Substantial Change and Distills It into Focused Insights and Practice Tips – Saving You So Much Time!

From legislative and regulatory changes to pivotal court rulings and emerging workplace trends, our 60+ targeted, timely sessions cover what you need to stay informed.

- **NEW: U.S. Supreme Court** cases on district court nationwide injunctions; separation of powers; Title VII standards; and more.
- **NEW: EEOC** focus on DEI-related discrimination; religion and national-origin discrimination; rescission of its 2024 harassment enforcement guidance; possible changes to the Pregnant Workers Fairness Act rule; developments in disparate-impact enforcement; and more.
- **NEW: NLRB** rule reinstating the 2020 joint employer standard; Board decisions; new General Counsel memos (e.g., on surreptitious recordings during bargaining); and more.
- **NEW: USDOL Wage and Hour Division** opinion letters; proposed rule on independent contractor classification; relaunch of the Payroll Audit Independent Determination (PAID) program; and more.
- **NEW: DHS** increased ICE worksite enforcement; immigration compliance changes; H-1B cap selection; and more.
- **NEW: OFCCP** developments related to the Executive Order revoking the federal contractor affirmative action framework for race and gender; and more.
- **NEW: Federal litigation rule** changes, including to the Federal Rules of Civil Procedure aimed at timing and methods of privilege designation in discovery; proposed Federal Rules of Evidence amendments addressing AI; and more.
- **NEW: Minnesota** Paid Leave program launch; meal and rest break law; agency changes to charge cross-filing; proposed Minnesota Evidence Rules; Minnesota Supreme Court decisions; Minneapolis Civil Rights Ordinance's new protected categories; wage-theft prosecutions; and more.
- **NEW: Nationwide state employment law developments** – and how the **Upper Midwest states** fit within those trends.

What's New Is Discussed and Applied Across the Institute's 60+ Sessions – Making Sure Your Practices, Strategies, and Advice Are Up to Date!

- Case and Agency Updates
- Minnesota's New Paid Leave Law
- DEI Practices and Programs
- Religious Accommodation and Discrimination
- Intersecting Leave Laws
- Immigration Enforcement
- Artificial Intelligence – Multiple Sessions on AI Including Discovery and Evidence Issues
- Mental Health Accommodations
- Noncompetes and Other Restrictive Covenants
- Remote Work
- Strategic Use of Experts
- Investigations
- Big Verdicts: What Drove the Awards
- Pay Equity Control Points
- Protected Workplace Speech
- Workplace Harassment
- LGBTQ+ Worker Protections
- Retaliation and Whistleblower Claims
- Employee Marijuana Use, Drug Testing, and Workplace Safety
- Labor Law for All Workplaces
- Discipline, Discharge, and Documentation
- De-escalating Workplace Conflicts
- Pregnant Worker Protections
- Handbook Revamps
- New State Employment Law Trends Nationwide
- Disparate Impact Claims
- Witness Prep
- And Many More!

7 Great Reasons to Attend This Year's Institute – Delivering Practical, Forward-Looking Content You Can Put to Work Immediately!

1 The Gold Standard in Employment Law Conferences

Experience the nation's best employment law conference at the Upper Midwest Employment Law Institute. With more than 40 years of exceptional annual programs, the Institute has educated thousands of employment lawyers and HR professionals from the Upper Midwest and beyond.

At the Institute, you will –

- Get up to date on crucial **new developments** in employment law.
- Gain **immediate, practical insights** applicable to your daily work.
- Learn from a **distinguished faculty** with a wide range of practices.
- Access **valuable materials** including bonus publications free for attendees.
- **Tailor your learning** with over 60 carefully curated sessions.
- Enjoy a **vibrant setting** ideal for connecting with peers in your field.
- Get **exclusive access to recordings of select sessions** for an entire year post-Institute (not for CLE credit).
- And more!

2 Earn Up to 21 Credits

12 credits at the Institute in May – plus 9 additional credits in post-Institute bonus programming!

3 Federal Leaders Headline This Year's Powerhouse Faculty

The Institute welcomes **EEOC Commissioner Brittany Bull Panuccio**, **NLRB General Counsel Crystal Stowe Carey**, and **USDOL WHD Midwest Regional Administrator Michael Lazzeri** for featured presentations. More than 100 top practitioners, judges, and federal and state agency leaders make up the Institute faculty, offering perspectives from government and from plaintiff/employee and defense/employer practice across private and public sector workplaces.

4 Highly Effective Way to Benchmark and Enhance Your Practices

The Institute is a unique platform for employment law advisors, litigators, and HR professionals of all experience levels to benchmark and refine their practices. Engage with faculty and colleagues, validate your methods as best practices – or learn how to refine them – and discover innovative solutions to challenging issues.

5 Revitalize with Engaging Learning and Fun

Learning should be fun, and the Institute is planned with that principle in mind. Dive into an energizing mix of education and casual networking amid the Institute's relaxed conference setting. Reconnect with old colleagues, meet new ones, and enjoy social gatherings from breaks and luncheons to the annual reception.

6 Helpful, Extensive Written Materials

All session materials, bonus publications listed below, and PowerPoints will be available online. In addition, **in-person attendees** will also take home **printed copies** of the plenary and alternate plenary materials, materials for the breakout sessions they attend, and the bonus publications.



Session Materials and PowerPoints

Extensive session materials offer in-depth analysis, practical insight, and real-world guidance.



Preventing and Addressing Workplace Sexual Harassment Handbook (May 2026, 2nd Edition)

Editors: Tina Burnside, Judith Bevis Langevin & Lawrence P. Schaefer

This newly revised, ten-chapter second edition is fully updated and covers anti-harassment policies and complaint procedures; training; organizational culture; investigations and response to claims; litigation, settlements and non-disclosure agreements; labor law considerations; unique implications within the public sector; electronic and remote harassment; workers at heightened risk; and more.



3 New Legal QuickSheets™ and 1 New Summary Guide™

- **NEW:** Legal QuickSheet™ on Employee Speech Protections
- **NEW:** Legal QuickSheet™ on Equal Employment Opportunity
- **NEW:** Legal QuickSheet™ on Pay Equity Control Points
- **NEW:** Summary Guide™ on The New Minnesota Paid Leave Law

7 Bonus Full-Day Seminar and Webcasts = More Education and Up to 9 Extra Credits

In August you can attend for free a full-day seminar on preventing and addressing workplace sexual harassment. Also in the summer, you can attend 3 of 8 bonus post-Institute webcasts – and you choose which three. See page 9 for details on this additional programming, including the 8 webcast topics and presenters.



Here's just some of the enthusiastic feedback from last year's participants!

"Best CLE for employment atty. Ever."

"Fantastic assortment of topics covered. Always worth the time and money."

"Great ROI both in terms of costs and time!"

"This was my first time attending – loved it!"

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SPONSORED EVENTS/ITEMS:

- Jackson Lewis – Reception
- Ogletree Deakins – Snack Break
- JAMS – Snack Break and Lanyards

MORNING PLENARY SESSIONS

7:15 – 8:20 a.m.
CHECK-IN & CONTINENTAL BREAKFAST

8:20 – 9:50 a.m.
MAIN PLENARY

8:20 – 8:30 a.m.
WELCOME & INTRODUCTION

8:30 – 9:10 a.m.
EEOC 2026 Update from Commissioner Panuccio
EEOC Commissioner Brittany Bull Panuccio will discuss recent EEOC policy, regulatory, and enforcement developments, including litigation trends and current agency priorities. Topics include changes to rules, guidance, and enforcement approaches.
Brittany Bull Panuccio

9:10 – 9:50 a.m.
2026 USDOL Wage & Hour Division Update from WHD Midwest Regional Administrator Lazzeri
USDOL WHD Midwest Regional Administrator Michael Lazzeri will discuss recent Wage & Hour policy, regulatory, and enforcement developments, as well as the relaunch of the Payroll Audit Independent Determination (PAID) program, and more.
Michael Lazzeri

8:20 – 9:50 a.m.
ALTERNATE PLENARY

8:20 – 8:30 a.m.
WELCOME & INTRODUCTION

8:30 – 9:50 a.m.
Minnesota Paid Leave: Using Early Lessons to Inform Ongoing Employer Compliance and Administration
Repeated at session #401

Minnesota's Paid Leave law is now in effect, and employers are managing its requirements in real time. This practical session will highlight key lessons from the program's first six months, including what has gone well, where challenges are emerging, and what questions remain. Faculty will guide you through real-world scenarios involving the interaction of Paid Leave and other protected leave laws and will share practical strategies for maintaining compliance, supporting business operations, and managing employee relations.
Sharon S. Beck & Amy B. Conway

9:50 – 10:15 a.m. BREAK

10:15 – 11:15 a.m.
BREAKOUT SESSION A

001
Anti-Harassment Policies, Complaint Procedures and Culture
Jenny Gassman-Pines

002 *Repeated at #202*
2026 Handbook Revamp – Aligning with New Federal and Minnesota Law and with Business Trends
Christina C. Petsoulis Kebede & Steven C. Kerbaugh

003
Depression, Anxiety, and Other Mental Health Conditions: Practical ADA Guidance for Employers
Nicole L. Faulkner, Heather C. Fokken & Luke VanFleteren

004
Mediation and Arbitration: Insights to Help In-House Counsel Steer Disputes Toward Effective, Cost-Efficient Resolution
Antone M. Melton-Meaux & Kristen E. Peterson

005
Federal Wage and Hour Update
Mandana Massoumi, Shawn J. Wanta & Randi J. Winter

006
2026 Eighth Circuit and Federal District Court of Minnesota Update – Instructive New Cases
Cynthia A. Bremer & Justin D. Cummins

007
Causation Battles in Retaliation and Whistleblower Cases – Temporal Proximity, Pretext, and Proof
Nicole Dailo Jison & Pablo Orozco

Litigators – see also session #005 above
Federal Wage and Hour Update
Litigators – see also session #006 above
2026 Eighth Circuit and Federal District Court of Minnesota Update

008
6 Mistakes That Lead Public Sector Employers into Litigation
Jared D. Shepherd

11:15 – 11:30 a.m. BREAK

11:30 a.m. – 12:30 p.m.
BREAKOUT SESSION B

101
Writing Investigative Reports
Fran A. Sepler

102
Pregnant Workers – How to Handle Real-World Scenarios Under the PWFA, ADA, MPL, and FMLA
Penelope J. Phillips

103
Preventing and Responding to Electronic Harassment
Judith Bevis Langevin & Nicholas G.B. May

104
AI Drafts, Deepfakes, and Decisions – Discoverability and Admissibility of AI Evidence in Employment Cases
Maura R. Grossman & Niloy Ray

105
California Employment Law Update and Litigation Trends
Jana E. Bruder, Adam Klarfeld & Mandana Massoumi

106
The First Six Months After the Minnesota Paid Leave Rollout – MnDEED and MnDLI Compliance and Enforcement Insight
Nicole M. Blissenbach (DLI Commissioner) & Betsy Ohm (DEED Paid Leave Strategic Program Analysis Manager)
Janell M. Stanton (moderator)

107
How to Strategically Use Experts Early in Cases to Better Shape Outcomes
Joel Andersen, Donald M. Lewis & David E. Schlesinger
Brian T. Rochel (moderator)

Litigators – see also session #104 above
AI Drafts, Deepfakes, and Decisions – Discoverability and Admissibility of AI Evidence in Employment Cases

108
DEI Landscape in the Public Sector under the Second Trump Administration
Patricia Y. Beety & Deanna Shahnam

12:30 – 1:30 p.m. INSTITUTE LUNCHEON

1:30 – 2:30 p.m.
BREAKOUT SESSION C

201
Answers to 20 of the Biggest Employment Law Questions Facing Employers in 2026
Marko J. Mrkonich

202 *Repeat of #002*
2026 Handbook Revamp – Aligning with New Federal and Minnesota Law and with Business Trends
Christina C. Petsoulis Kebede & Steven C. Kerbaugh

203
Filling the Gap When an Employee Goes on Leave – Practical Options and Legal Considerations
Nikki A. Odom, Penelope J. Phillips & Brycie Wasson

204
How to Prepare for and Respond to ICE Raids, Investigations, and I-9 Audits at Worksites
Loan T. Huynh

205 *Repeated at #405*
Title VII Religious Discrimination and Accommodation Update
Krista A.P. Hatcher

206
New Federal Civil Procedure and Evidence Developments – What Employment Litigators Need to Know
Kristin Berger Parker & Anna P. Prakash

ETHICS
207 *Sessions #207 and #407 cover different vignettes; attend one or both. 1.0 ethics credit applied for*
Ethics: High-Conflict Challenges in Labor and Employment Matters That Test Civility
Lori L. Deem & Wesley Kennedy
Barbara Jean D'Aquila (moderator)

Litigators – see also session #206 above
New Federal Civil Procedure and Evidence Developments – What Employment Litigators Need to Know

208
Conducting Effective Investigations in the Public Sector Workplace
Michelle E. Morrow & Toni D. Newborn

2:30 – 2:45 p.m. SNACK BREAK

2:45 – 3:45 p.m.
BREAKOUT SESSION D

301
LGBTQ+ Protections and Equality Considerations in the Workplace
Judith Bevis Langevin & Leslie L. Lienemann

302
At the Corner of Employee Benefits and Everyday Employment Practice – What You Need to Know
Stephen A. Riga

303
Asking AI to Summarize and Analyze Transcripts, Agreements, and Other Documents – Its Power and Its Potentially Significant Shortfalls
Daniel A. Tysver

304
Promoting Equal Opportunity While Managing a New Set of Legal Risks – Drawing the Line in DEI
Joseph G. Schmitt

305
New State Employment Law Trends Nationwide – and How the Upper Midwest States Fit Within That Landscape
Emily A. McNee

306
Disparate Impact Claims in 2026: An Update
Lawrence P. Schaefer & Tina A. Syring

307
Witness Prep – How to Build Durable Testimony That's Consistent Across Depo Transcript, Summary Judgment Record, and Trial
Lucas J. Kaster & Davida S. Williams

Litigators – see also session #303 above
Asking AI to Summarize and Analyze Transcripts, Agreements, and Other Documents – Its Power and Its Potentially Significant Shortfalls

308
Hiring in the Public Sector – Distinct Issues Unique to Government Employers
Anjie M. Flowers & Jordan H. Soderlind

3:45 – 4:00 p.m. BREAK

4:00 – 5:00 p.m.
BREAKOUT SESSION E

401 *Repeat of today's alternate plenary*
Minnesota Paid Leave: Using Early Lessons to Inform Ongoing Employer Compliance and Administration
Sharon S. Beck & Amy B. Conway

402
Emerging National Origin and Citizenship-Status Risks for Employers
Rebecca J. Bernhard & John T. Medeiros

403
Behind the Screen – New EEOC Telework Guidance and Other Considerations of Remote Work
Claire B. Deason & David J. Goldstein

404
Pay Equity Control Points: Where Pay Gaps Start – and How to Stop Them
Pablo Orozco

405 *Repeat of #205*
Title VII Religious Discrimination and Accommodation Update
Krista A.P. Hatcher

406
Assessing Potential Claims Arising from New and Evolving Hiring Techniques – 3 Real-World Hypotheticals, Analyzed
Terran C. Chambers & Katy Rollins

ETHICS
407 *Sessions #207 and #407 cover different vignettes; attend one or both. 1.0 ethics credit applied for*
Ethics: Additional High-Conflict Challenges That Test Civility
Lori L. Deem & Wesley Kennedy
Barbara Jean D'Aquila (moderator)

5:00 – 6:00 p.m. RECEPTION



MORNING PLENARY SESSIONS

7:15 – 8:20 a.m.
CHECK-IN & CONTINENTAL BREAKFAST

8:20 – 10:10 a.m. MAIN PLENARY

8:20 – 8:30 a.m.
WELCOME & INTRODUCTION

8:30 – 9:00 a.m.
The 2026 Minnesota Update
Catch up on the latest Minnesota state and local developments, including new laws and ordinances, agency regulations and guidance, and state court decisions affecting the workplace.
Gina K. Janeiro

9:00 – 9:40 a.m.
2026 NLRB Update from General Counsel Carey – Key Developments for the Employment Lawyer
NLRB General Counsel Crystal Stowe Carey discusses enforcement priorities and General Counsel memos – all with a particular focus on that which applies to workplaces regardless of their union status.
Crystal Stowe Carey

9:40 – 10:10 a.m.
The Annual U.S. Supreme Court Update
The U.S. Supreme Court continues to issue decisions with substantial implications for employment law practitioners. 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.
Steven Andrew Smith

8:20 – 10:10 a.m. ALTERNATE PLENARY

8:20 – 8:30 a.m.
WELCOME & INTRODUCTION

8:30 – 9:40 a.m.
Employee Speech: Assessing What's Protected, Identifying Defensible Responses, and Recognizing When Silence Creates Risk
Repeated at session #601
Before disciplining an employee for what they said – or how they said it – employers must assess multiple, overlapping legal protections. The legal frameworks governing employee speech determine when it is protected and when discipline is defensible, with key distinctions between the public and private sectors. Practical guidance will focus on assessing high-risk speech incidents, documenting decision-making, and enforcing workplace policies consistently. Attention will also be given to when an employer's failure to respond may create liability, and how to balance workplace culture, compliance obligations, and operational realities.
Dionne W. Blake, Richard A. Konkoly-Thege & Michael J. Moberg

9:40 – 10:10 a.m.
The Annual U.S. Supreme Court Update
Steven Andrew Smith

10:10 – 10:35 a.m. BREAK

10:35 – 11:35 a.m.
BREAKOUT SESSION F

ADVISORS AND IN-HOUSE

501
How to Structure and Conduct Investigations Regarding Retaliation Claims
Fran A. Sepler

502
You're Being Recorded: The Legal and HR Implications of Known and Unknown Recording – from Meetings to Broader Workplace Monitoring to Your Co-Worker's Smartphone
Patrick E. Midden & Jack T. Sullivan

503
Field Guide to Noncompetes and Other Restrictive Covenants: Navigating a Shifting Enforcement Landscape
John T. Duffey & Melissa R. Muro LaMere

IN-HOUSE

504
Answers to 14 Key Employment Law Questions Employers Face in an Economic Downturn
Danielle W. Fitzsimmons, Jared D. Kemper & Daniel R. Olson

UPDATES AND NEW LAW

505
NLRB Update for All Workforces – Union and Non-Union Alike
Crystal Stowe Carey (NLRB General Counsel), Brendan D. Cummins & Thomas R. Trachsel Nichole L. Harville (moderator)

ETHICS
506 *1.0 ethics credit applied for*
Ethics: Protecting Client Confidences – Lessons from 10 New Attorney-Client Privilege Cases
Jennifer R. Coates

LITIGATORS

507
Minnesota State Court Judges Panel – A Practical Conversation About Evidence, Procedure, and Case-Management in Light of New Developments
Hon. Keala C. Ede, Hon. Thomas J. Conley & Hon. Laura M. Thomas Edward T. Wahl (moderator)

Litigators – see also session #502 above
You're Being Recorded

PUBLIC SECTOR

508
Minnesota ESST and Minnesota Paid Leave (MPL) in Public Sector Workplaces
Elise M. Helfort

11:50 a.m. – 12:50 p.m.
BREAKOUT SESSION G

601 *Repeat of today's alternate plenary*
Employee Speech: Assessing What's Protected, Identifying Defensible Responses, and Recognizing When Silence Creates Risk
Dionne W. Blake, Richard A. Konkoly-Thege & Michael J. Moberg

602
Writing It Right: High-Risk Documentation Issues at the Intersection of ADA and Performance
Ellen A. Brinkman & Erin S. Conlin

603
From "Reverse Recruiting" to Interview Co-Pilots and Beyond: Legal Implications and Practical Controls for Hiring in 2026
Nicole A. Truso

604
Workplace Accommodations: The Legal Requirements and Case Studies in Going Beyond
Rick Grimaldi & Jason K. Roberts

605
OFCCP Update 2026 – What Affirmative Action Obligations Remain and What Lies Ahead
Scott M. Pechaitis

606
MDHR Update with the General Counsel – Charge Handling and More
Nicole Salonek Schladt (MDHR General Counsel) Megan L. Anderson & Celeste E. Culberth (moderators)

607
Reverse Engineering Nuclear Verdicts – 4 High-Damage Employment Cases and What Drove the Awards
Samantha D. Holmes, Phillip M. Kitzer & Melissa Raphan

Litigators – see also session #601 above
Employee Speech

608
2026 Public Sector Case Law Update – Highlighting 10 Key Federal and Minnesota Cases
Christopher J. Hoodecheck

2:00 – 3:00 p.m.
BREAKOUT SESSION H

701
When Multiple Leave Laws Apply: How to Sort Out Notice, Certification, Calculation, Pay Questions and More
Tara Craft Adams & Erin M. Edgerton Hall

702
Marijuana Law in 2026 – What It Means for Employer Policies, Drug Testing, Discipline, and On-Premises Possession
V. John Ella & Christina M. Mallatt

703
Termination Meetings – Planning, Delivering the Message, and Managing Legal Risk
Dyan J. Ebert & Cally Kjellberg-Nelson

704
Negotiating and Drafting Executive Severance Arrangements – An Advanced Look at Key Issues and Practical Tips
Daniel G. Prokott & Kerry C. Zaroogian

705
Update from the Minnesota AG's Wage-Theft Division: Civil Enforcement Powers, Trends in State Wage Theft Cases, and More
Lee O. Atakpu, Paul A. Dimick & Elana A. Gold

MENTAL HEALTH/ SUBSTANCE USE
706 *1.0 MH/SU credit applied for*
Mental Health: Transitions and Transformations in the Practice of Law
Joan M. Bibelhausen

707
Litigating Harassment Cases Involving Allegations of Sexual Assault
Andrew T. James, Lawrence P. Schaefer & Kaarin Nelson Schaffer

Litigators – see also session #705 above
Minnesota Wage-Theft Update

ELIMINATION OF BIAS

Evaluating and De-escalating Workplace Conflicts Without Bias

1.0 elimination of bias credit applied for
Workplace conflicts sometimes escalate not because of the underlying issue, but because perceptions are filtered through biases. Placing labels on people such as "aggressive," "emotional," "insubordinate," or "unprofessional" can be due to biases and can shape assessments of what's occurring, and when they do, they can create unnecessary escalation.

- This session examines –
- Conflict escalation, and how bias can drive escalation;
 - How bias can affect assessments of workplace conflict;
 - How to respond in high-tension situations; and
 - How to document decisions related to a conflict in ways that are accurate and nonjudgmental.

Aimee R. Gourlay & Arianna Lee

FREE BONUS PROGRAMS FOR INSTITUTE ATTENDEES!

Bonus Post-Institute Seminar!

Earn 6 more credits after the Institute with free attendance at the full-day seminar **Preventing and Addressing Workplace Sexual Harassment**. Attend in person on August 11, 2026, or view an online replay August 26 or September 10, 2026.

Course Co-Chairs:
Tina Burnside, Judith Bevis Langevin & Lawrence P. Schaefer

3 Bonus Post-Institute Webcasts!

Select 3 webcasts from 8 choices. Each webcast will be 1-hour long with credits applied for as indicated on page 11. Webcasts will take place in Summer 2026, dates/times TBA.

- Integrating Minnesota Paid Leave**
Jillian M. Flower & Erin M. Edgerton Hall
- FLSA Overtime Exemptions**
Joseph G. Schmitt & Mary B. Thomas
- Employment Agreements**
Cassandra M. Jacobsen & Elizabeth A. Olivera
- Military Leave Laws**
Mathew M. Meyer
- Ways to Address Bias in Investigations**
elimination of bias credit applied for
Lucas J. Kaster, Toni D. Newborn & Abdul M. Omari
- Government Employee Posts on Social Media**
Farah Famouri & Jana O'Leary Sullivan
- 10 Things Public Sector Employment Lawyers and HR Need to Know About the Minnesota Government Data Practices Act**
Taya Moxley-Goldsmith
- Perfecting Without Perfectionism**
MH/SU credit applied for
Sarah M. MacGillis

FACULTY & PLANNERS

GUEST SPEAKER

Tara Craft Adams
US Bank
Minneapolis

Joel Andersen
Nilan Johnson Lewis PA
Minneapolis

Megan L. Anderson
Lathrop GPM LLP
Minneapolis

Lee O. Atakpu
Minnesota Attorney
General's Office
Saint Paul

Sharon S. Beck
Stinson LLP
Minneapolis

Patricia Y. Beety
League of Minnesota Cities
Saint Paul

Rebecca J. Bernhard
Barnes & Thornburg LLP
Minneapolis

Joan M. Bibelhausen
Joan Bibelhausen
Advising and Consulting
Minneapolis

Dionne W. Blake
Ralliant
Raleigh, North Carolina

Nicole M. Blissenbach
Minnesota Department of
Labor & Industry
Saint Paul

Cynthia A. Bremer
Ogletree Deakins
Minneapolis

Ellen A. Brinkman
Gordon Rees Scully
Mansukhani LLP
Minneapolis

Jana E. Bruder
US Bank
Minneapolis

Crystal Stowe Carey
NLRB
Washington, D.C.

Terran C. Chambers
Faegre Drinker
Biddle & Reath LLP
Minneapolis

Jennifer R. Coates
Dorsey & Whitney LLP
Minneapolis

**Honorable
Thomas J. Conley**
Hennepin County
District Court
Minneapolis

Erin S. Conlin
Gordon Rees Scully
Mansukhani LLP
Minneapolis

Amy B. Conway
Stinson LLP
Minneapolis

Celeste E. Culberth
Culberth & Lienemann LLP
Saint Paul

Brendan D. Cummins
Cummins & Cummins LLP
Minneapolis

Justin D. Cummins
Cummins & Cummins LLP
Minneapolis

Barbara Jean D'Aquila
Fisher & Phillips LLP
Saint Paul

Claire B. Deason
Littler
Minneapolis

Lori L. Deem
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Resnick & Dym Ltd
Chicago, Illinois

Paul A. Dimick
Minnesota Attorney
General's Office
Saint Paul

John T. Duffey
Maslon LLP
Minneapolis

Dyan J. Ebert
Resolute Law LLC
Saint Cloud

**Honorable
Keala C. Ede**
Minnesota Court of Appeals
Saint Paul

V. John Ella
Fafinski Mark & Johnson PA
Eden Prairie

Farah Famouri
Greene Espel PLLP
Minneapolis

Nicole L. Faulkner
Stinson LLP
Minneapolis

Danielle W. Fitzsimmons
Bassford Remele
Minneapolis

Jillian M. Flower
US Bank
Minneapolis

Anjie M. Flowers
Minnetonka Public Schools
Minnetonka

Heather C. Fokken
Medtronic
Fridley

Jenny Gassman-Pines
Greene Espel PLLP
Minneapolis

Elana A. Gold
Minnesota Attorney
General's Office
Saint Paul

David J. Goldstein
Littler
Minneapolis

Aimee R. Gourlay
League of Minnesota Cities
Insurance Trust
Saint Paul

Rick Grimaldi
Fisher & Phillips LLP
Philadelphia, Pennsylvania

Maura R. Grossman
University of Waterloo
Waterloo, Ontario, Canada

Erin M. Edgerton Hall
Fredrikson & Byron PA
Minneapolis

Nichole L. Harville
NLRB
Minneapolis

Krista A.P. Hatcher
Fredrikson & Byron PA
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Pemberton Law
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Memphis, Tennessee

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Nilan Johnson Lewis PA
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EEOC
Washington, D.C.

Kristin Berger Parker
Jones Day
Minneapolis

Michael Lazzeri
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Monday & Tuesday, May 18-19, 2026
Saint Paul RiverCentre
175 West Kellogg Boulevard
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Wednesday & Thursday, June 24-25, 2026
Tuesday & Wednesday, July 14-15, 2026
View online at www.minncle.org
Limited online replays include select sessions. A moderator will be available to answer questions by email.

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Paid registrants who cancel before the seminar will receive a refund. Paid registrants who do not cancel and are unable to attend will retain access to the seminar materials through their Minnesota CLE website account. Includes digital access to the *Workplace Sexual Harassment Handbook* and digital access to the bonus Summary Guide™ and Legal QuickSheets™.

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

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Minnesota CLE has applied to the Minnesota State Board of CLE for **12.0 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 MSBA civil trial specialist credits**, **12.0 MSBA labor and employment law specialist credits**, and **12.0 CJE credits for judges**.

We also anticipate that sessions #207, #407, and #506 each will qualify for **1.0 ethics credit**, that session #706 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 5 for complete information regarding the session materials and bonus publications.

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P PARKING – ARRIVE EARLY!

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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Special thanks to the Institute planners.
Their efforts have helped shape an outstanding conference.

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3 BONUS WEBCASTS

July & August 2026 – Dates & Times TBA

Attendees select 3 from the following:

1. Integrating Minnesota Paid Leave
2. FLSA Overtime Exemptions
3. Employment Agreements
4. Military Leave Laws
5. Ways to Address Bias in Investigations
6. Government Employee Posts on Social Media
7. 10 Things Public Sector Employment Lawyers and HR Need to Know About the Minnesota Government Data Practices Act
8. Perfecting Without Perfectionism

FREE!

Attendees of the 2026 Employment Law Institute may view 3 of the 8 webcasts listed here for free! Instructions on how to register for free will be provided.

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BONUS SEMINAR

Preventing and Addressing Workplace Sexual Harassment

LIVE IN PERSON: August 11, 2026

ONLINE REPLAYS: August 26, 2026
September 10, 2026

FREE!

Attendees of the 2026 Employment Law Institute may attend this bonus seminar for free! Instructions on how to register for free will be provided.

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Session materials will be available electronically in our eCoursebook Collection after June 24. Subscribe to the eCoursebook Collection or purchase individual chapters at www.minncle.org/publications/ecoursebook-collection-subscriptions. The *Preventing and Addressing Workplace Sexual Harassment Handbook*, Summary Guide™, and Legal QuickSheets™ are sold separately. They are available in hard copy and may be purchased at www.minncle.org.

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