

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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[www.minncle.org](http://www.minncle.org)

## 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**  
*Corey Kobbervig, 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, Lucas J. Kane & 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*

11:30 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*

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*

2:45 – 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*

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**  
*Jennifer A. Dellmuth, Christopher H. Jison & 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)*

11:15 – 11:30 a.m. BREAK

12:30 – 1:30 p.m. INSTITUTE LUNCHEON

2:30 – 2:45 p.m. SNACK BREAK

3:45 – 4:00 p.m. BREAK

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

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*

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

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*

11:35 – 11:50 a.m. BREAK

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*

**MENTAL HEALTH/SUBSTANCE USE**  
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*

12:50 – 2:00 p.m. INSTITUTE LUNCHEON

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**

3:00 – 3:15 p.m. SNACK BREAK

3:15 – 4:15 p.m.  
CONCLUDING PLENARY SESSION

## 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.

- 1. Integrating Minnesota Paid Leave**  
*Jillian M. Flower & Erin M. Edgerton Hall*
- 2. FLSA Overtime Exemptions**  
*Joseph G. Schmitt & Mary B. Thomas*
- 3. Employment Agreements**  
*Cassandra M. Jacobsen & Elizabeth A. Olivera*
- 4. Military Leave Laws**  
*Mathew M. Meyer*
- 5. Ways to Address Bias in Investigations**  
*elimination of bias credit applied for*  
*Lucas J. Kaster, Toni D. Newborn & Abdul M. Omari*
- 6. Government Employee Posts on Social Media**  
*Farah Famouri & Jana O'Leary Sullivan*
- 7. 10 Things Public Sector Employment Lawyers and HR Need to Know About the Minnesota Government Data Practices Act**  
*Taya Moxley-Goldsmith*
- 8. 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**  
Hughes Socol Piers  
Resnick & Dym Ltd  
Chicago, Illinois

**Jennifer A. Dellmuth**  
Northrop Grumman  
Minnetonka

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

**John T. Duffey**  
Maslon LLP  
Minneapolis

**Dyan J. Ebert**  
Resolute Law LLC  
Saint Cloud

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## LIVE IN-PERSON EVENT

**Monday & Tuesday, May 18-19, 2026**  
**Saint Paul RiverCentre**  
175 West Kellogg Boulevard  
Saint Paul, Minnesota 55102

## LIMITED ONLINE REPLAYS

**Wednesday & Thursday, June 24-25, 2026**  
**Tuesday & Wednesday, July 14-15, 2026**  
**View online at [www.minncle.org](http://www.minncle.org)**  
Limited online replays include select sessions. A moderator will be available to answer questions by email.

## CANCELLATION / NO-SHOW POLICY

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™.

## SCHOLARSHIPS AVAILABLE

Minnesota CLE maintains a scholarship program for those individuals with a financial need. To obtain a scholarship application, contact Minnesota CLE at [customerservice@minncle.org](mailto:customerservice@minncle.org).

## ACCOMMODATION

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](mailto:customerservice@minncle.org).

## CREDITS – INSTITUTE

**CLE**  
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**.

**In no case may you claim more than 12.0 total CLE credits for the 2026 Upper Midwest Employment Law Institute.**

## HRCI

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

## SHRM

Minnesota CLE is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP™ or SHRM-SCP™. This program is valid for **12.0 PDCs for the SHRM-CP™ or SHRM-SCP™**. For more information about certification or recertification, please visit [www.shrmcertification.org](http://www.shrmcertification.org).

## CEU

This course may also qualify for CEU credits. Check with the appropriate accreditation organization to ensure CEU accreditation.

## CREDITS – POST-INSTITUTE WEBCASTS

For each webcast #1-7, Minnesota CLE is applying for **1.0 standard CLE credit**, **1.0 MSBA labor and employment law specialist credit**, **1.0 HRCI credit**, and **1.0 SHRM credit**. Minnesota CLE will apply for **1.0 elimination of bias credit** for webcast #5. For webcast #8, Minnesota CLE will apply for **mental health/substance use (MH/SU) credit**. In no case may you claim more than 1.0 total CLE credit for any one of these webcasts.

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For the post-Institute bonus seminar, Minnesota CLE is applying for **6.0 standard CLE credits**, **6.0 MSBA labor and employment law specialist credits**, **6.0 HRCI credits**, and **6.0 SHRM credits**.

## 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.

## COMING FROM OUT OF TOWN? CHECK OUT OUR ROOM RATES AT NEARBY HOTELS!

Minnesota CLE has established special room rates for Institute attendees at the hotels listed below. When making reservations mention Minnesota CLE's 2026 Upper Midwest Employment Law Institute to receive these rates.



**The Saint Paul Hotel**  
**\$149 per night** (plus tax)

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651-292-9292

Reserve by  
Monday, April 20, 2026



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

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THE 2026 UPPER MIDWEST

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Can't attend the in-person seminar? View a limited online replay!

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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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**CAN'T ATTEND?** You can still get the materials!

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](http://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](http://www.minncle.org).

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