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HOT TOPICS IN Employment Law

THURSDAY, DECEMBER 11, 2025 –

Attend In Person

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

Can't attend the live seminar?

View the online replay Monday, January 5, 2026 or

Thursday, January 15, 2026

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TUITION:

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\$295 paralegal

\$345 standard rate

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HOT TOPICS IN

Employment Law

Thursday, December 11, 2025
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MINNESOTA CONTINUING
LEGAL EDUCATION
Your Success Is Our Goal

**New Laws!
New Seminar!**

HOT TOPICS IN Employment Law

***A Crash Course on New Laws and
Developments from the Employer, Employee,
and In-House Counsel Perspectives***

In addition to the latest employment law updates from the 2025 legislative session, you'll receive guidance on:

- Minnesota Paid Leave – Effective January 1, 2026
- Key SCOTUS Decisions
- Sick and Safe Time
- New Minneapolis Ordinances
- Federal Employment and Immigration Policy Changes

Plus, practical insights for addressing:

- Remote Work Issues
- Discipline and Discharge Scenarios
- The Changing DEI Landscape

And More!

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A Focus on New Laws and Updates

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

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

9:05 – 9:35 a.m. Updates on Minneapolis Ordinance Amendments

- The Changes You Need to Know About
- Civil Rights Ordinance
 - Expanded Anti-Discrimination Protections
 - New Protected Classes
 - Expanded Accommodations
 - Justice-Impacted Status
- Corie J. Anderson
– Blaine L. Balow

9:35 – 10:20 a.m. Impact of 4 Key Supreme Court Employment Decisions

- Where Things Stand Post-*Dobbs*, *Groff*, *Muldrow*, and *Loper Bright*
- Agency Regulatory, Interpretative and Adjudicative Authority
 - Abortion
 - Religious Accommodations
 - Adverse Employment Actions
- Justin D. Cummins
– Jody Ward-Rannow

10:20 – 10:30 a.m.
BREAK

10:30 – 11:15 a.m. Updates on Minnesota's Paid Family Medical Leave and Earned Sick and Safe Time Laws

- A Comprehensive Review of Minnesota's Paid Family Medical Leave and Earned Sick and Safe Time Laws, including:
- 2024 and 2025 Legislative Updates
 - Guidance to Make Sure You are Prepared for 2026
- Leonard B. Segal

11:15 a.m. – 12:00 p.m.

Updates on Federal Employment Laws, Regulations, and Policy Changes

- A Review of the Trump Administration's Priorities and Positions on Key Employment Issues and How Employers Can Navigate the New Landscape
- Executive Orders
 - Pregnant Workers Fairness Act
 - Diversity, Equity, and Inclusion Policies
 - LGBTQ+ Issues
 - And More
- Nicole A. Truso
– Amy E. Boyle

12:00 – 12:45 p.m.
LUNCH BREAK (on your own)

12:45 – 1:30 p.m. Updates on Federal Immigration Policy Changes

- A Review of the Trump Administration's Immigration Objectives and Priorities and What Employers Need to Know to Navigate the Shifting Landscape
- I-9 Compliance and Audits
 - ICE Workplace Inspections
 - National Origin, Citizenship, or Immigration Status Discrimination
 - And More
- Loan T. Huynh
– Anu Jaswal

Insights on Evolving Employment Topics

1:30 – 2:20 p.m.

The Employment Litigator's Corner

- A Round-Table Discussion on Common Trial Issues and Strategies
- Trial Strategy
 - The Art of Persuading Jury Members
 - Working with Jury Consultants
 - Award Considerations
 - Damage Claims in the Context of Legislative Changes and Larger Social Climate
 - Jury Verdict Trends
 - And More
- Jeff Brockmann
– Jillian M. Kornblatt
– Zane A. Umsted

2:20 – 2:30 p.m.
BREAK

2:30 – 3:10 p.m. Addressing Key Remote Work Issues

- Guidance for Employers and Employees on How to Navigate the Modern Workspace
- Reasonable Accommodations
 - Reimbursement Policies and Requirements
 - Policies
 - Trainings
 - Discipline and Discharge Issues
 - Workers Compensation
 - Accidents and Incidents Off-Site
 - And More
- Megan L. Anderson
– Nicholas P. DeMaris
– Christina A. Sans

3:10 – 3:50 p.m.

Addressing Discipline and Discharge Issues

- A Look at 4 Common Scenarios, How Employers Should Respond, and What to Know About Employee Rights
- Under Performance
 - Misconduct
 - Violations of Policy or Laws
 - Under the Influence
- Jessica L. Roe
– Katherine E. Rollins

3:50 – 3:55 p.m.
BREAK

3:55 – 4:45 p.m. Guidance on How to Navigate the Changing Landscape on Diversity, Equity, and Inclusion

- A Thoughtful Discussion on the Current State of DEI and Practical Steps for Employers
- Employer Policies and Compliance
 - Practical Handbook Updates
 - Additional Tools and Resources
 - And More
- Toni D. Newborn
– Lucas J. Kaster
– Summra M. Shariff

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Course Co-Chair
Stinson LLP; Minneapolis

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

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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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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 all seminar materials through their Minnesota CLE website account.

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