

Employment Litigation

Best & Flanagan's employment and labor lawyers are skilled and strategic trial lawyers who represent large corporations, small businesses, and individuals in employment litigation—in state and federal court, mediations, and arbitrations in Minnesota and across the country. We litigate cases as efficiently and practically as possible, knowing that not every case requires a full court press. We also vigorously represent employers in administrative proceedings before the U.S. Equal Employment Opportunity Commission, U.S. Department of Labor, the National Labor Relations Board, other federal agencies, and their state and local equivalents.

We are adept at securing favorable settlements and winning dispositive motions for our clients. In recent years, our employment and labor lawyers have:

- › Won a motion to dismiss in Minnesota federal court, resulting in complete dismissal of 11 claims of race discrimination, tortious interference, defamation and constitutional due-process violations.
- › Defeated a motion for preliminary injunction to enforce a non-compete in Minnesota federal court, which allowed our client to continue to employ its top general manager.
- › Won complete summary judgment for a client in Minnesota state court, defeating an ex-employee's claim for seven figures in commissions.
- › When victory cannot be secured on the papers, we are eager to take cases to trial to vindicate our clients from wrongful accusations of discrimination, retaliation, wage-hour violations, misrepresentation, and other employment claims.

Some employment and labor lawyers have never tried a case before. That's not us. In recent years, our employment and labor lawyers have tried:

- › A FMLA retaliation jury trial in Minnesota state court, resulting in a jury verdict on behalf of our client and defeating claims of misappropriation of trade secrets.
- › A disability discrimination trial in Minnesota state court, resulting in a complete defense verdict for our client.
- › A promissory-estoppel jury trial in Minnesota state court, resulting in a nuisance-value verdict of \$2,100 in the face of a pre-trial settlement demand of \$600,000.
- › A race-discrimination contested hearing before the Minneapolis Commission on Civil Rights, resulting in a complete defense verdict for our client.
- › A trade-secret, tortious interference, and computer fraud trial in the Delaware Court of Chancery, resulting in a favorable post-trial settlement for our client.

Related Practices

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Firm News/Articles

- › Nine Best & Flanagan Attorneys Named 2018 Minnesota Super Lawyers
- › Five Best & Flanagan Attorneys Named to 2016 Rising Stars List
- › Important Update for Employers Regarding EEOC and Sexual Discrimination

- › [D.C. Circuit Again Defends Attorney-Client Privilege Protections in Internal Investigations](#)
- › [Employment & Labor Law Alert: Employers Should Act Now to Ensure Compliance with Women's Economic Security Act By July 1, 2014](#)
- › [Employment & Labor Law Alert: Women's Economic Security Act Sets New Workplace Requirements for Employers](#)

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