

Employment Law

Best & Flanagan's employment and labor lawyers offer a uniquely personal, client-focused approach to both legal advice and representation in litigation. We want to know our clients, their businesses and their goals. We care deeply about what drives our clients' decisions, and we strive to be both legal advisors and strategic business partners.

Our clients benefit from our thoughtful employment-related compliance expertise. Whether the question involves the complex and ever-changing employment regulatory environment, drafting and interpretation of employment policies and handbooks, manager and employee training programs, investigation of workplace complaints, or advice regarding hiring practices, reductions in force and labor relations, our clients rely on our creative, practical and timely advice.

Our employment and labor lawyers also are skilled advocates, representing clients in court, mediations, arbitrations, labor negotiations and before administrative agencies, such as the U.S. Equal Employment Opportunity Commission, the National Labor Relations Board, the Minnesota Department of Human Rights and the Minnesota and U.S. Departments of Labor. We deliver depth of experience in discrimination and wrongful termination cases, disputes over non-competition and non-solicitation agreements, wage and hour claims and other workplace disputes.

We invite you to learn more about our subspecialties in:

- › [Strategic Employment & Labor Advice & Counseling](#)
- › [Employment Litigation](#)
- › [Non-Compete & Trade Secret Litigation](#)
- › [Workplace Investigations](#)

Related Practices

Employee Benefits & Executive Compensation
Employment Litigation
Non-Compete & Trade Secret Litigation
Strategic Employment & Labor Advice & Counseling
Workplace Investigations

Firm News/Articles

-
- › [Minnesota Legislature Passes Additional Changes to Minnesota Employment Laws](#)
 - › [Federal Court Strikes Down DOL Rule Increasing Compensation Thresholds for Exempt Employees](#)
 - › [Megan Kunze to Speak at SouthWest Metro Chamber Business Breakfast Forum](#)
 - › [Recent and Upcoming Changes to Minnesota Laws Affecting Employers](#)
 - › [US DOL Passes Rule Increasing Compensation Thresholds for Exempt Employees](#)
 - › [FTC Bans Non-Competes, But Uncertainty Remains](#)
 - › [Employers Take Note: Expanded Protections for Pregnant and Nursing Employees](#)
 - › [Big Changes for Minnesota Employers as Legislative Session Closes](#)
 - › [Fifteen Best & Flanagan Attorneys Recognized as 2022 Super Lawyers and Rising Stars](#)

- › Schroeder Elected to MSBA Labor & Employment Law Section Governing Council
- › Supreme Court Strikes Down OSHA Mandate; Minnesota OSHA Suspends
- › MN OSHA Adopts Federal Emergency Temporary Standard
- › Large Employers Take Note—OSHA's Vaccine or Test Rule Resuscitated
- › OSHA Publishes Rule Mandating Vaccines for Employers with 100 or More Employees
- › Best & Flanagan Attorneys Recognized as 2021 Super Lawyers and Rising Stars
- › New COBRA and COVID-Related Leave Provisions of the American Rescue Plan Act of 2021
- › Reopening Workplaces on April 14
- › Year-End Labor & Employment Update
- › Joel Schroeder to Speak at 2020 Upper Midwest Employment Law Institute
- › Employment Law Alert: Face Coverings Now Required at Work
- › Twenty Best & Flanagan Attorneys Recognized as 2020 Super Lawyers and Rising Stars
- › Minnesota and United States Supreme Court Breaking News: Federal Anti-Discrimination Protections for LGBTQ Employees, Standard of Proof for Minnesota Harassment Claims, and Sick and Safety Leave Affirmed
- › Update Regarding the Paycheck Protection Program Flexibility Act
- › OSHA Requirements for Recording and Reporting Work-Related COVID-19 Cases
- › Update Regarding SBA Review of PPP Loan Certification
- › Minnesota Emergency Executive Order 20-40 Allows Workers in Certain Non-Critical Sectors to Return to Safe Workplaces
- › Claiming Tax Credits for COVID-19 Related Leaves Under the Families First Act
- › The CARES Act Expands Retirement and Health Plan Benefits for COVID-19
- › Update on Federal Paid Leave Benefits
- › Update on Coronavirus Aid, Relief, and Economic Security Act (the "CARES Act")
- › Updates on COVID-19 for Employers and Businesses
- › Strategies to Implement COVID-19 Paid Leave and Unemployment Benefits
- › Minneapolis Wage Theft Ordinance
- › Ten Best & Flanagan Attorneys Named 2019 Minnesota Super Lawyers
- › Five Best & Flanagan Attorneys Named to 2019 Rising Stars List
- › Minnesota's New "Wage Theft" Statute Effective July 1, 2019
- › Minneapolis's Sick and Safety Leave Now Applies to Employers Located Outside of Minneapolis
- › U.S. Dept. of Labor Announces New Salary Threshold of \$35,000 for Exemption from Overtime, Minimum Wage Laws
- › Employment Law Update: Minimum Wage Keeps Climbing
- › Six Best & Flanagan Attorneys Named to 2018 Rising Stars List
- › Nine Best & Flanagan Attorneys Named 2018 Minnesota Super Lawyers
- › Legislators Consider Changes to Sexual Harassment Laws and Abolishing Non-Competes
- › Minimum wage increase in Minneapolis effective January 1, 2018
- › Joel Schroeder Speaks at Upper Midwest Employment Law Institute
- › Federal Court Blocks New Overtime Regulations
- › Ten Best & Flanagan Attorneys Named 2016 Minnesota Super Lawyers
- › Minneapolis Enacts City-Wide Paid Sick Leave; Joins State-Wide and National Trends
- › Breaking News: Major Changes Announced to Minimum Wage and Overtime Laws
- › The Newly Enacted Defend Trade Secrets Act Increases Federal Protection for Trade Secret Misappropriation
- › D.C. Circuit Again Defends Attorney-Client Privilege Protections in Internal Investigations
- › Confidentiality Agreements Should Not Discourage Whistleblowers

- › 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
- › Employment & Labor Law Alert: Important Update for Minnesota Employers on Changes to Background Checks

Related Professionals

- › Sarah Crippen, Attorney
- › Megan Kunze, Attorney
- › Joel Schroeder, Attorney
- › Kristin Trapp, Attorney
- › Amy Conners, Attorney
- › Allison Dohnalek, Attorney
- › John Sullivan, Attorney
- › Elizabeth Cox, Attorney
- › Charles Berquist, Attorney