

Employment Law

Whether large corporations, small businesses, nonprofits, or public entities, the success of any organization depends on its workforce. And despite best intentions on all sides, maintaining harmonious, productive workforce relationships is challenging. To help you anticipate problems and address employee issues effectively, Gray Plant Mooty offers extensive experience in every aspect of employment law. That experience includes both guidance on effective employment policies and compliance with the voluminous federal and state laws and regulations applicable to employers, and representation in employment related litigation. Specific examples of our services include:

- Defending employers in litigation of all kinds, including complex and class action matters
- Representing employers in litigation commenced to protect your customer base and sensitive business information
- Advising employers on various personnel situations and legal issues
- Drafting employment-related agreements
- Helping draft and implement workplace policies
- Providing support with government investigations and audits
- Representing unionized employers in collective bargaining and grievance arbitration

Gray Plant Mooty is also the exclusive Minnesota member of the Employment Law Alliance (ELA), a network of over 3,000 lawyers providing employment and labor expertise in more than 90 countries and all 50 U.S. states. The ELA offers multistate and multinational clients a comprehensive and cost-effective way to ensure legal compliance around the country and across the globe.

For more information, select an area of interest below:

- [Employment Litigation](#)
- [Employment Advice](#)
- [Employment Contracts](#)
- [Affirmative Action](#)
- [Internal Investigations](#)
- [Labor Law](#)
- [Multi-State & Multi-National Services](#)
- [Training and Theatre at Work](#)
- [Workplace Safety](#)
- [Workers Compensation](#)
- [White Collar Crime](#)

Representative Clients

- [ACR Homes, Inc.](#)
- [HNI Corporation](#)
- [International Dairy Queen](#)
- [National American University](#)
- [St. Olaf College](#)
- [Tastefully Simple, Inc.](#)

- University of Minnesota Physicians
- W.R. Berkley Corporation

Experience

Representative Matters

- Represented large employer with over 100,000 employees in class action sex discrimination lawsuit
- Won \$22.7 million jury verdict for our client on claims against former employee and competitor for misappropriation of trade secrets and confidential business information, as well as violations of noncompetition agreement
- Won significant appellate victory, finding violation by former employee of injunction that had been obtained from the trial court, following successful jury trial verdict finding former employee liable for misappropriating trade secrets
- Won favorable jury verdict on behalf of small, closely held company in case involving breach of noncompetition agreement
- Obtained summary judgment on behalf of mid-sized, national manufacturing company in discrimination and retaliation lawsuit brought by former employee
- Won favorable jury verdict defending closely held company in case involving claim for whistleblower retaliation
- Obtained dismissal of Minnesota Department of Human Rights charge of disability discrimination brought against medical center by former employee
- Represented privately held company in the negotiation of \$8+ million equity incentive payout to the CEO of the company, along with new incentive agreement
- Represented engineering firm on employment law issues involved in asset purchase of another firm
- Advised government contractor with over 1,400 employees in conjunction with audit by the Office of Federal Contractor Compliance Programs (OFCCP) and achieved favorable outcome for client
- Represented public community hospital in labor negotiations with two different unions
- Advised large employer in connection with the discovery that its CFO had been embezzling money from company and obtained summary judgment in civil suit against CFO requiring repayment of embezzled funds and forfeiture of compensation
- Drafted employee handbook and employment agreements for small, start-up company