



ST. CLOUD

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PRACTICE AREAS

Employment & Labor

Franchise Employment & Labor
Issues

Commercial Lending

Traditional Labor

Community Banking

Financial Services

COURT MEMBERSHIPS

- Minnesota

EDUCATION

University of North Dakota
School of Law, J.D., with
distinction, Order of the Coif

St. Cloud State University, B.A.,
magna cum laude

Dorraine A. Larison

Partner | dorraine.larison@lathropgpm.com

Dorraine Larison concentrates her practice in the areas of bankruptcy law, debtor/creditor law, and employment law. She has extensive experience in the areas of commercial financing, creditors' rights, and creditor bankruptcy matters. Dorraine works with banks and other creditors, assisting her clients with the many facets of their businesses. Her practice includes representing employers in personnel-related matters. Dorraine has conducted hundreds of training sessions relating to harassment, discipline, and other employment law matters. She also represents employers in defending employment-related claims.

Experience

- U.S. Chapter 7 Panel Bankruptcy, trustee for 18 years
- Represents lenders in commercial workouts, replevins, and foreclosure actions
- Represents lenders, lessors, and trade vendors in bankruptcy reorganizations and liquidations
- Consults with employers on issues related to nonunion and unionized work places
- Represents employers in defense of charges of discrimination

Events

- Employment & Labor Law Seminar - Minneapolis Area
May 4, 2022
- Employment & Labor Law Seminar - Kansas City Area
April 12, 2022
- Overtime, Salary, Joint Employers, and More: Department of Labor
in Your Business Again
May 30, 2019

- “Emerging Workplace Issues — The Peculiar and Ultra-Unique,” co-presenter, Gray Plant Mooty 2019 Employment and Labor Law Seminar
April 9, 2019
- Regulating Employee Off-Duty Conduct: The Legal Minefield Surrounding Employee Off-Duty Activities (St. Cloud)
September 20, 2017
- Employment Law Lunch & Learn: The Final DOL Rule on FLSA Exemptions (Fargo)
August 11, 2016
- Cybersecurity Breakfast Briefing: Risk Management at the Speed of Light
July 27, 2016
- Employment Law Breakfast Briefing: The Final DOL Rule on FLSA Exemptions (St. Cloud)
June 21, 2016
- Employment Law Breakfast Briefing: The Final DOL Rule on FLSA Exemptions (Minneapolis)
June 9, 2016
- 2015 Lending Seminar
May 19, 2015
- Past Compliance Future Compliance Breakfast Briefing
March 31, 2015
- “The FLSA—Common Mistakes or The Ostrich Effect,” GPM Employment Law Conference
October 29, 2014
- Human Resources Compliance Breakfast Briefing & Webinar Series: Independent Contractor Compliance
November 12, 2013
- "Independent Contractor Compliance," Human Resources Compliance Breakfast Briefing & Webinar Series
November 5, 2013
- Human Resources Compliance Breakfast Briefing & Webinar Series: Independent Contractor Compliance
November 5, 2013
- Pre-Employment Testing Pitfalls and Procedures
October 24, 2013
- "The Elephant in the Room: Common Wage and Hour Mistakes Regarding Employees and Interns," Human Resources Compliance Breakfast Briefing & Webinar Series

October 8, 2013

- Human Resources Compliance Breakfast Briefing & Webinar Series: The Elephant in the Room: Common Wage and Hour Mistakes Regarding Employees and Interns St. Cloud
October 8, 2013
- “The Elephant in the Room: FLSA Rules and Regulations—It’s a Hassle to Follow Them and a Bigger Hassle to Ignore Them,” GPM Employment Law Conference
July 2013
- “Health Care Reform: The Elephant in the Room—The Employer Mandate and its Effects on the Employment Relationship,” co-presenter, GPM Business Breakfast
June 2013
- Legal Update for the Modern Workplace: New Developments in the Labor Law and How They Affect Every Union and Non-Union Employer
October 3, 2012
- "Legal Update for the Modern Workplace: New Developments in the Labor Law and How They Affect Every Union and Non-Union Employer," GPM Business Breakfast
October 2012
- Digital Death—Succession Planning for Passwords, Online Accounts, and Digital Property
July 26, 2012
- “30 Years of Harassment Law,” West Central MN Employment Law Update, Lakes Area Business and Employer Council
May 2012
- From Facebook to Foursquare to FaceTime: Tips for Managing Your Employees in an Age of Rapidly Changing Information Technology
Business Breakfast
September 28, 2011
- “Ethical Implication of Representing Divorcing or Separate Spouses in a Joint Bankruptcy Case,” Minnesota State Bar Association Bankruptcy Section
July 2011
- “Recent Employment and Labor Law Developments,” Society for Human Resource Management—Central Minnesota
October 21, 2010
- “Back to the FLSA Basics: You May Not Know as Much as You Think You Know,” GPM Employment Law Conference
April 21, 2010

- “Dealing With Financially Stressed Employees and the Impact on Your Business,” GPM Employment Law Conference
April 21, 2010
- “Making Management of Injured Workers Less Painful: Insight into Effectively Handling the Overlapping Areas of Workers Compensation, ADA, and FMLA,” GPM Employment Law Breakfast Roundtable, St. Cloud, Minnesota
January 21, 2010
- “Immigration Issues,” GPM Employment Law Breakfast Roundtable in St. Cloud
November 2008
- “Surviving Wage & Hour Audits,” GPM Employment Law Conference
October 2008
- “Employee Handbooks,” GPM Employment Law Breakfast Roundtable in St. Cloud
May 2008
- “Non-Bankruptcy Options for Pro Bono Clients,” National Equal Justice Conference
May 2008
- “Forbearance Agreements and Bankruptcy,” Minnesota Bankers Association on Workouts
April 2008
- “Bankruptcy Issues for Family Law Attorneys,” Hennepin County Bar Association Family Law section
March 2008
- “Credit Abuse Prevention Education,” St. Cloud State University
March 2008
- “Intersection Between Bankruptcy Law and Family Law Issues,” Minnesota Continuing Legal Education Family Law Institute
March 2007-2008
- “Exemptions issues,” Webcast Continuing Legal Education
February 2008
- “Cause of Action,” Webcast Continuing Legal Education
January 2008
- “Reaffirmation Agreements,” Webcast Continuing Legal Education
December 2007
- “Homestead Issues,” Webcast Continuing Legal Education
November 2007

- “Family Law Issues,” Webcast Continuing Legal Education
October 2007
- “The Fair Labor Standards Act Issue and Participation in the
Question Desk for Clients,” GPM Employment Law Conference
March 2007

Client Alerts And Blog Posts

- Springing Ahead (or Falling Back): The Correct Method to Pay
Employees
March 9, 2022
- OFCCP Portal for Federal Contractors Launching February 1, 2022
January 27, 2022
- The OSHA ETS Seesaw
November 19, 2021
- Federal Task Force Issues Guidance Regarding Federal Contractor
and Subcontractor Vaccination Requirements
September 29, 2021
- Biden Announces Sweeping Vaccination Requirements With Wide-
Ranging Implications For Employers
September 10, 2021
- Recent Developments in the Wage and Hour Arena – Liquidated
Damage Demands in Settlement
July 9, 2021
- U.S. Department of Labor Issues Final Rule on Independent
Contractor Status
January 14, 2021
- Preventing Wage and Hour Claims: Step One Are You Paying for All
Hours Worked?
September 8, 2020
- Keeping You Up to Date on COVID-19 Employment Issues: Links to
Our Alerts
March 31, 2020
- Welcome to the New Year Required Changes to Wage and Hour
Laws
January 8, 2020
- Driver Safety Programs and Distracted Driving Initiatives OSHA
Pushes to Reduce the Risk of Serious Injury and Company Losses
October 25, 2019
- New Compliance Tools From the Department of Labor
August 16, 2019

- Independent Contractor vs. Employee The Tug of War Continues
May 8, 2019
- DOL Issues Long-Awaited Proposed Overtime Rule
March 13, 2019
- Employment Law Alert: DOL Proposed Rule to Impact Exemption Salary Requirements
March 11, 2019
- The Exempt Salary Requirement Under the Overtime Rules The Saga Continues
January 18, 2019
- Wage and Hour Issues During Frightful Weather
November 9, 2018
- Avoiding Restrictive Covenant Problems Simple Steps That Can Save You Heartache and Expense
August 16, 2018
- EEOC Issues New Publications Regarding Mental Health Conditions in the Workplace
June 1, 2018
- Testing, Testing: The U.S. Department of Labor is Testing a Wage and Hour Self-Reporting Program
March 14, 2018
- Are Your Online Hiring Practices Setting You Up for a Class Action Lawsuit?
December 27, 2017
- Its Budget Planning Time Minimum Wage Adjustments are Coming to Minnesota in 2018
September 29, 2017
- Employment Law Alert: DOL Files Brief in Overtime Rule Appeal, Seeking to Reaffirm Its Authority to Establish an Exempt Salary Level Test
July 18, 2017
- DOL Files Brief in Overtime Rule Appeal Seeking to Reaffirm Its Authority to Establish an Exempt Salary Level Test
July 14, 2017
- What Happened to the New Federal Overtime Rules? They Are On Hold With An Uncertain Future.
April 21, 2017
- The FLSA Rounding Rule Well-Rounded Procedures to Reduce Class Action Risks
February 23, 2017

- Federal Court Issues Nationwide Injunction Against Implementation and Enforcement of the New Federal Overtime Rules
November 23, 2016
- Employment Law Alert: Federal Court Issues Nationwide Injunction Against Implementation and Enforcement of the New Federal Overtime Rules
November 23, 2016
- EEOC Issues Final Enforcement Guidance on Retaliation
September 8, 2016
- The New DOL Overtime Rule - Does it Apply to Nonprofits?
June 16, 2016
- Hippity, Hoppity, Is the Final White Collar Salary Rule On Its Way?
March 23, 2016
- The Gray Zone - Recording Devices in the Workplace
January 7, 2016
- FLSA Refresher: Calculating the Regular Rate of Pay for Overtime Purposes
October 21, 2015
- GPM Attorneys Author Fact Sheets on Legal Issues Facing Farmers
August 18, 2015
- EEOC Continues Strategic Enforcement Focus on LGBT Rights
August 5, 2015
- Caution: Do Not Waive the Attorney-Client Privilege
May 13, 2015
- Under Final FMLA Rule, Rights for Same-Sex Spouses Will Be Based On "Place of Celebration"
February 25, 2015
- Be Prepared - Watch for the Following in the New Year
December 3, 2014
- Falling Back (or Springing Ahead): The Correct Method to Pay Employees
September 8, 2014
- Are You Ready for Next Months Change in the State Minimum Wage?
July 1, 2014
- EEOC Issues New Guidance on Religious Dress and Grooming in the Workplace
April 23, 2014

- Boys Will be Boys is Out of Bounds in Any Workplace Even the NFL
February 19, 2014
- “Bankruptcy Practice in Minnesota Deskbook,” Editor
January 1, 2014
- "Don't let response to domestic violence & sexual assault land you in court," HR Specialist: Minnesota Employment Law
November 1, 2013
- Use Good Sense to Avoid Making Bad Law
October 1, 2013
- Can Employer Surveillance Influence Employee Behavior?
September 17, 2013
- Are You Ready for the New Hours-of-Service Regulations for Drivers of Commercial Motor Vehicles?
June 26, 2013
- Two Important New Employment Decisions from the U.S. Supreme Court
June 24, 2013
- Should You Friend Your Employees?
April 30, 2013
- Minnesota Approves Preferential Hiring of Veterans
January 23, 2013
- "What to Do When Enforcement Agencies Come Knocking,"
Business Management Daily
January 1, 2013
- "Do Your Policies Comply With The National Labor Relations Act?,"
HR Specialist—Minnesota Employment Law
January 1, 2013
- Employers Response to Domestic or Dating Violence, Sexual Assault, or Stalking May Create a Claim for Discrimination
October 31, 2012
- “Noncompete Agreements—Noncompetition Agreements Can Be An Excellent Tool, But They’re Not The Right Fit For Everyone,”
Business Central
September 1, 2012
- Cellphones and Accidents The Connection Should be Obvious
July 31, 2012
- Technological Change in Employment Practices The Law Struggles to Keep Up
April 11, 2012

- Social Media Recommendations A New Risk for Employers
April 10, 2012
- Company Smartphones: Whose Data Is It?
February 10, 2012
- "Plan Now For Compliance: Private Employers—Unionized Or Not
—Must Soon Post The NLRB Notice Of Collective Bargaining
Rights," Business Central
January 15, 2012
- Commercial Drivers and Cell Phones Watch Out for the New
Regulations
January 4, 2012
- "Bankruptcy and Divorce," Family Law Financial Deskbook
January 1, 2012
- Telecommuters Are You Thinking About Their Safety?
September 21, 2011
- Do You Have Security Policies for Your Telecommuters?
September 7, 2011
- Just How Much Information Should You Have?
August 30, 2011
- When the DOL Comes Calling - Can Technology Help You Defend
an Audit?
August 24, 2011
- Confessions of a Luddite
July 25, 2011
- Employment Edge 86th Edition - Does the California Ruling on
Same-Sex Marriage Affect Employee Benefit Rights In Minnesota?
June 1, 2008
- Employment Edge 76th Edition - No More Free Matches: October 1
Smoking Ban Affects Your Business
September 1, 2007
- "Sexual Harassment Awareness Training: It's Not the Boogie
Monster," 72 University of North Dakota Law Review, No. 72
January 1, 1996
- "Out of the Frying Pan: How to Avoid Getting Burned in Your
Dealings with Chapter 7 Trustees," 69 University of North Dakota
Law Review, No. 1
November 1, 1993

In The News

- St. Cloud Times Quotes Dorraine Larison on the Impact of Coronavirus on Jobs
March 23, 2020
- "Generations of Change: The Legal Side Implications When Making Adjustments for Generational Differences," Minnesota Bankers Association News
September/October 2017
- GPM April Pro Bono Spotlight
April 10, 2017
- "North Dakota Chamber leader, lawmakers question overtime rule," Grand Forks Herald
May 19, 2016
- "Social Media Free Speech Rights Complicated For Workers," St. Cloud Times
July 7, 2013
- "Library Fliers, Web Comments Prompt Dialogue on Free-Speech Rights," St. Cloud Times
July 6, 2013
- "Times Writers Group: Misconduct Would Mean Violation," St. Cloud Times
November 28, 2011

News Releases

- Two Lathrop GPM Partners Named 2022 Leading U.S. Bankruptcy & Restructuring Lawyers
January 26, 2022
- Lathrop GPM Partner Dorraine Larison Receives ATHENA Award
September 4, 2020
- Two Lathrop GPM Partners Named 2020 Leading U.S. Bankruptcy & Restructuring Lawyers
August 10, 2020
- Lathrop GPM Attorneys in Minnesota Recognized for Pro Bono Service
June 30, 2020
- Attorneys Recognized for Pro Bono Service
June 14, 2019
- Gray Plant Mooty Offers Training to Prevent and Respond to Sexual Harassment in the Workplace
February 13, 2018

Professional Affiliations

- American Bar Association
- Minnesota Women Lawyers, Central Minnesota Chapter, member
- Minnesota State Bar Association, Bankruptcy Law section, past chair, past treasurer, past secretary, past vice chair, Pro Bono Committee, member; Employment Law section, member
- Stearns-Benton Bar Association, member

Community Involvement

- Hennepin Theatre Trust, Board of Directors
- Stearns History Museum, President of the Board of Directors
- Mid-Minnesota Legal Aid, Board of Directors
- Central Minnesota Women's Fund, former chair of Advisory Board of Directors, former Board member
- The St. John's Boys Choir, Board of Directors, former President and Director

Honors

- ATHENA Award Recipient, Women's Fund of the Central Minnesota Community Foundation, 2020
- "500 Leading U.S. Bankruptcy & Restructuring Lawyers," Lawdragon, 2020, 2022
- "North Star Lawyers," Minnesota State Bar Association, 2012, 2018, 2019
- St. Gregory Award, The St. John's Boys' Choir, 2011
- Pro Bono Publico Attorney Award, Minnesota Legal Services Coalition, 2009
- Pro Bono Award Winner, Minnesota State Bar Association, 7th Judicial District, 2007
- Raeder Larson Award, Minnesota State Bar Association, Bankruptcy Law Section, 2002