



Employment Counseling & Personnel Management Advising



We understand that one of the biggest concerns for employers across the country — yet something that is often overlooked by outside counsel — is avoiding costly litigation and negative publicity.

Because prevention is the best strategy, our team's approach and first line of defense is to provide practical advice on day-to-day employment issues and craft comprehensive and compliant employment policies and trainings designed to prevent problems before they start. Each day, our employment attorneys help businesses create work environments that are productive, respectful, and compliant with federal, state, and local laws – reducing the risk of legal disputes and promoting our clients' ability to recruit and retain top talent.

When clients need prompt advice, our team is there to address a variety of employment issues, including:

- Accommodations for disability, pregnancy and religion
- Background checks
- Classification of exempt and non-exempt employees
- Wage and hour issues
- Employee performance management
- Discrimination, harassment and retaliation issues
- Cannabis laws
- Drug and alcohol testing
- Employment contracts
- Employee benefits issues and immigration

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- Employee mobility, trade secrets, confidential information, intellectual property, and non—competition or non-solicitation covenants
- Employee-related social media issues
- Employment issues related to mergers, acquisitions, or other business transactions
- Talent management and evaluation
- Hiring “best practices”
- Labor relations
- Lawful efforts to keep a workplace union-free
- Leaves of absence and sick and safe time laws
- Reductions in force and restructuring and WARN compliance
- Relationships with independent contractors
- Employee discipline and termination
- Union grievances and unfair labor practice charges
- Workplace violence prevention, response-planning, and response
- Whistleblower complaints

In accordance with Lathrop GPM’s full-service approach, our employment and labor attorneys regularly collaborate with our firm’s other practice areas and locations to offer clients comprehensive and cohesive legal services for their business. Additionally, as part of the [Employment Law Alliance](#), our attorneys have access to employment, labor, and immigration law resources in all 50 states, every Canadian province, and over 135 countries to bring our clients seamless and cost-effective service worldwide.

Part of our service to you is to keep you abreast of developments in the field. To that end we offer several programs:

- Seminars providing legal updates and practical advice on compliance and prevention
- [Training](#) covering topics such as harassment, violence, privacy, diversity, disabilities, and discipline in the workplace
- Alerts on important developments in employment law via The Modern Workplace blog and timely client alerts and articles

Policy Development, Employee Handbooks and Employment Policies

We regularly work with employers of various types and sizes on employment-related policies, including drafting, reviewing and revising policies and employee handbooks to promote a respectful and legally compliant workplace. Our labor and employment team also has extensive experience conducting policy reviews, investigations, and comprehensive audits of employment and labor policies and practices.

Employment Contracts & Agreements

As employment counsel, we regularly draft and negotiate contracts for employers to help clients achieve their business goals. This includes:



- Employment Agreements
- Confidentiality Agreements
- Non-Compete, Non-Solicit and other restrictive covenants agreements
- Separation or Severance Agreements
- Independent Contractor Agreements
- Executive Employment and Compensation Arrangements

We often work closely with members of our corporate team to make sure that employment issues are appropriately considered and dealt with as part of business transactions, such as mergers and acquisitions. Or, when disputes arise involving non-compete and non-solicitation agreements, restrictive covenants, unfair competition issues, protection of trade secrets and improper intellectual property disclosure, our employment litigation attorneys are well-equipped to defend employers in these matters.

Related Areas of Focus

Services

[Affirmative Action](#)

[Discrimination, Harassment & Abusive Conduct](#)

[Employment Law Alliance](#)

[Immigration](#)

[Investigations](#)

[Labor & Employment](#)

[Labor Management](#)

[Non-Compete, Non-Solicit, Trade Secrets & Other Restrictive Covenants](#)

[Occupational Safety](#)

[Training & Tools for Clients](#)