



Anne M. Radolinski

SHAREHOLDER

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Services

Employment, Labor & Benefits

Employment & Labor Litigation

International

Employment & Labor Alternative Dispute Resolution

Non-Competes

Trade Secrets

Internal Investigations

Data Protection & Cybersecurity

Government Contracts & Grants

Litigation

Shareholder & Partnership Disputes

Anne advises and defends businesses, nonprofit organizations, executives, officers and directors in all areas of employment and personnel practice on a national basis.

Her expertise includes COVID-related workplace strategies and compliance; hiring practices; reductions in force; downsizing; reorganization; termination; compensation practices; wage and hour issues; background checks; drug and alcohol testing; personnel policies; employee leave and accommodation strategies, programs and policies; executive and other employment agreements; trade secret, non-competition and confidentiality agreements and issues; affirmative action compliance; OFCCP, DOL and other federal and state agency audits; shareholder/employee issues; and harassment, misconduct and other investigations.

Anne regularly practices before federal and state administrative agencies, including the Equal Employment Opportunity Commission and the U.S. Department of Labor, as well as related state and local agencies. She speaks frequently to professional and business groups on employment and international employment issues, and conducts training for businesses on employment law issues. Anne also advises U.S. companies in employment and personnel matters for operations outside U.S. borders. She has defended employers in litigation before federal and state courts involving the full range of employment issues, including harassment discrimination, retaliation, wrongful discharge, contract, noncompetition, trade secret, defamation, whistleblower claims and shareholder-related litigation.

Credentials

Education

- University of Minnesota Law School, J.D., 1984
- University of Michigan, A.B., Political Science, 1980

Admissions

- Minnesota

- U.S. District Court for the District of Minnesota
- U.S. Court of Appeals for the Eighth Circuit
- U.S. Supreme Court

Clerkships

- Judicial Clerkship, Honorable John E. Simonett, Minnesota Supreme Court, 1984-85

Languages

- Spanish

Recognition

- Fellow, College of Labor and Employment Lawyers
- Labor and Employment Law Specialist, certified by the Minnesota State Bar Association
- Lawyer of the Year in Minneapolis Employment Law - Management, *Best Lawyers*, 2012
- *The Best Lawyers in America*, 2007-present
- *Chambers USA: America's Leading Lawyers for Business*, Labor & Employment Law, Minnesota
- Top 100 Female Super Lawyers, *Who's Who in Women in Law*, 2005, 2006
- Super Lawyer – Employment & Labor, *Minnesota Super Lawyers*, 2003-present
- North Star Lawyer, Minnesota State Bar Association, 2014-2015, 2017
- *International Who's Who of Business Lawyers*

Civic & Professional

Professional Activities

- American Bar Association, Labor & Employment Law Section, International Labor Law Committee, International Section, Litigation Section
- International Bar Association
- Minnesota State Bar Association, Labor & Employment Law Section, (past Chair, Vice Chair, Governing Council member)
- Hennepin County Bar Association, Labor & Employment Law Section
- American Employment Law Counsel, Member
- XBHR – Global HR Forum

- Robins, Kaplan, Miller & Ciresi (formerly Robins, Zelle, Larson & Kaplan), Employment and Business Litigation, 1985-89
- Horton and Langevin, Employment Litigation, 1985
- William Mitchell College of Law, Past Adjunct Professor, Discrimination Law
- University of St. Thomas, Past Adjunct Professor, Employment Law and International Employment Law
- *Journal of Law and Inequality*, 1982-84

Community

- Minnesota Counsel for Veterans, Legal Clinic Volunteer
- The Power of 100 – Twin Cities Women
- Phyllis Wheatley Community Center, Past Board Member

Speaking Engagements

Event | 10.18.2022

Fredrikson & Byron's 38th Annual Employment & Labor Law Seminar

Event | 06.27.2022

Workplace Violence: Prevention, Response & Best Practices

Event | 12.16.2021

Vaccines in the Workplace

Event | 04.01.2021

Reimagining the Workplace: Strategies for a Positive Way Forward in the "New Normal"

Event | 04.18.2019

Trending Accessibility and Reasonable Accommodation Issues for Businesses Under the Americans With Disabilities Act

Legal Updates

Legal Update | 01.14.2022

The Fate of the OSHA ETS – The Vaccine or Regular Testing Mandate

Legal Update | 11.05.2021

The Wait is Over: OSHA's Much-Anticipated Vaccine or Regular Testing Mandate Published (Updated)

Legal Update | 12.21.2020

Question of the Day: EEOC Guidance on COVID-19 Vaccination Requirements

Legal Update | 10.02.2020

Question of the Day: COVID-Related OSHA Reporting Requirements

Legal Update | 06.15.2020

Question of the Day: Sexual Orientation and Transgender Identity Discrimination

Legal Update | 05.01.2020

Employment Question of the Day: May 1, 2020

Legal Update | 04.24.2020

Employment Question of the Day: April 24, 2020

Legal Update | 04.17.2020

Employment Question of the Day: April 17, 2020

Legal Update | 04.03.2020

What Employers Need to Know About the New DOL Temporary Rule Implementing the Families First Coronavirus Response Act

Legal Update | 03.31.2020

Employment Question of the Day: March 31, 2020

Legal Update | 03.18.2020

COVID-19 – Practical Guidance for Addressing the Evolving Challenges

Legal Update | 12.01.2017

The Minimum Wage Hike Initiatives

Legal Update | 07.07.2017

Minneapolis Passes \$15 an Hour Minimum Wage Ordinance

Legal Update | 06.01.2017

Vetoed Preemption Bill Means Minneapolis and St. Paul Sick Leave Ordinances Go Into Effect July 1 as Planned

Legal Update | 01.24.2017

Court Rejects Preliminary Challenge to Minneapolis Sick Leave Ordinance but Limits its Reach

Legal Update | 11.23.2016

Federal Judge Halts Overtime Rule at the Eleventh Hour

Legal Update | 11.03.2016

Department of Labor's New Rules Take Effect Very Soon

Legal Update | 09.08.2016

St. Paul Passes Paid Sick and Safe Time Ordinance

Legal Update | 05.31.2016
Minneapolis Issues Sick and Safe Time Ordinance

Legal Update | 05.20.2016
Department of Labor Issues New Overtime Rules

Legal Update | 02.02.2016
New EEO-1 Compensation Reporting/Equal Pay Initiative

Legal Update | 07.01.2015
Proposed Changes to FLSA Rules Would Make Millions Eligible for Overtime by More Than Doubling Minimum Salary

Legal Update | 05.13.2014
Women's Economic Security Act Signed by Governor

Publications & Presentations

Co-Presenter, "Vaccines in the Workplace," Fredrikson & Byron Employment & Labor Webinar, December 16, 2021

Co-Presenter, "Mandatory Vaccination and the Accommodation Process," Fredrikson & Byron's Annual Employment & Labor Law Seminar, October 26, 2021

Co-Presenter, "Reimagining the Workplace: Strategies for a Positive Way Forward in the 'New Normal'," Fredrikson & Byron Employment & Labor Webinar, April 1, 2021

Co-Presenter, "Mental Health in the Workplace: COVID-19 and Beyond," Fredrikson & Byron's Annual Employment & Labor Law Seminar, October 29, 2020

Editor, *International Labor and Employment Laws, Volume II*, (Bloomberg Law 2020)

Contributing Author, *Social Media and the Global Workforce, International Labor and Employment Laws* (Bloomberg Law 2020)

Principal Author, "Reasonable Accommodation: An Overview of the ADA Requirements and the Interactive Process," *The ADA Handbook: Employment Practices under Title I of the ADA*, Chapter 4, Minnesota State Bar Association 2020

Co-Presenter, "Your Return to Work Blueprint," Fredrikson & Byron Employment & Labor Webinar, May 8, 2020

Presenter, "And the Government Comes Calling," Fredrikson & Byron's 35th Annual Employment & Labor Law Seminar, November 7, 2019

Co-Presenter, "Accessibility and Reasonable Accommodation: Trending Issues for Businesses," Fredrikson & Byron's 35th Annual Employment & Labor Law Seminar, November 7, 2019

Co-Presenter, "Trending Accessibility and Reasonable Accommodation Issues for Businesses Under the Americans with Disabilities Act," Fredrikson & Byron program co-hosted with Accessible360, April 18, 2019

Presenter, "Sexual Harassment: How #MeToo Impacts Prevention and Response Strategies," Fredrikson & Byron's Employment and Labor Law Webinar Series, December 11, 2018

Co-Presenter, "Sexual Harassment: How #MeToo Impacts Prevention and Response Strategies," Fredrikson & Byron's 34th Annual Employment & Labor Law Seminar, November 1, 2018

Co-Presenter, "Advanced ADA/MHRA Disability," Fredrikson & Byron's 34th Annual Employment & Labor Law Seminar, November 1, 2018

Presenter, "Pay Equity Trends and Developments," Fredrikson & Byron's 34th Annual Employment & Labor Law Seminar, November 1, 2018

Co-Presenter, "Sexual Harassment: Prevention and Response Strategies in the #MeToo Era," Fredrikson & Byron's Annual North Dakota Employment Law Seminars, October 18-19, 2018

Presenter, "Pay Equity Trends & Developments," Fredrikson & Byron's Employment Law Seminar, West Des Moines, IA, September 27, 2018

Co-Presenter, "Sexual Harassment: What Should Employers Do Now?," Fredrikson & Byron Employment Seminar, March 15, 2018

Co-Presenter, "Accommodation Challenges and Solutions," Fredrikson & Byron's 33rd Annual Employment & Labor Law Seminar, November 3, 2017

Presenter, "Minnesota Update 2017," Fredrikson & Byron's 33rd Annual Employment & Labor Law Seminar, November 3, 2017

Presenter, "Accommodation Challenges and Solutions," Fredrikson & Byron's Annual North Dakota Employment Law Seminars, October 5-6, 2017

Author, Minnesota State Bar Association, *Labor & Employment Law Newsletter*, Discrimination Section (ongoing epublication)

Co-Presenter, "Paid Leave: How to Remain Compliant and Competitive in 2017," Fredrikson & Byron Paid Leave Compliance Seminar, February 23, 2017

Co-Presenter, "Employee Absences, Restrictions and Accommodations," Fredrikson & Byron Employment Law Topics Webinar Series, December 13, 2016

Co-Presenter, "Employee Absences, Restrictions and Accommodations," Fredrikson & Byron's 32nd Annual Employment & Labor Law Seminar, October 26, 2016

Presenter, "Legal Update 2016," Fredrikson & Byron's 32nd Annual Employment & Labor Law Seminar, October 26, 2016

Presenter, "Employee Absences, Restrictions and Accommodations," Fredrikson & Byron's Annual North Dakota Employment Law Seminars, October 13-14, 2016

Presenter, "Employee Absences, Restrictions and Accommodations," Fredrikson & Byron's Employment Law Seminar, Des Moines, Iowa, October 6, 2016

Editor and Co-author, "Social Networking and the Global Workforce" ABA/BNA multi-volume treatise on International Labor & Employment Laws, Vol. IB (4th Ed. 2015)

Co-Presenter, "Five Key Social Media Questions Employers Should Consider," Fredrikson & Byron's 31st Annual Employment & Labor Law Seminar, November 6, 2015

Presenter, "The Employee Social Media Craze versus Company Policy," Fredrikson & Byron's Annual North Dakota Employment Law Seminars, October 15-16, 2015

Co-Presenter, Fredrikson & Byron's Seminar on Affirmative Action Compliance for Federal Contractors, September 16, 2015

Presenter, "Technology in the Workplace," UK Employment Lawyers Association/ American Bar Association Labor & Employment Law Committee's Third Transatlantic Conference, London, September, 2015

Presenter, "Women's Economic Security Act: New Requirements for Minnesota Employers", May 2015, Minnesota State Bar Association, Upper Midwest Employment Law Institute May, 2015

Co-Presenter, Fredrikson & Byron's Labor & Employment Law Update for Construction Employers, March 5, 2015

Co-Presenter, "WESA: A Deeper Dive into Real Life Applications," Fredrikson & Byron's 30th Annual Employment & Labor Law Seminar, October 28, 2014

Co-Presenter, "Are You Ready for a Federal or Minnesota Affirmative Action Audit," Fredrikson & Byron's 30th Annual Employment & Labor Law Seminar, October 28, 2014

Presenter, "Pregnancy Discrimination and Accommodation," Fredrikson & Byron's 30th Annual Employment & Labor Law Seminar, October 28, 2014

Presenter, "Pregnancy Discrimination and Accommodation," Fredrikson & Byron's Annual Employment Law Seminar, Fargo and Bismarck, ND, October 16-17, 2014

Co-Presenter, "Women's Economic Security Act: New Requirements for Minnesota Employers," Fredrikson & Byron Webcast, July 8, 2014

Co-Presenter, "Women's Economic Security Act: New Requirements for Minnesota Employers," Fredrikson & Byron Seminar, June 24, 2014

Presenter, Saint Paul Area Chamber of Commerce's Small Business Series featuring Human Resource Essentials, June 19, 2014

Presenter, "Employment & Labor Law: Federal & Minnesota – Family and Medical Leave Act Update," Minnesota State Bar Association, January 7-8, 2014

Author, "Reasonable Accommodation: An Overview of the ADA Requirements and the Interactive Process" published in *The ADA Handbook, Minnesota State Bar Association Continuing Legal Education* (1st Edition 2013)