



## Kristin LeBre

COUNSEL

Minneapolis

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### Services

Employment, Labor & Benefits

Non-Competes

Employment & Labor Litigation

Labor Management Relations

Internal Investigations

**With more than 25 years of law firm and in-house experience, Kristin is uniquely qualified to advise her clients on employment and labor law issues.**

Kristin advises clients in the area of employment and labor law compliance, prepares and negotiates executive employment and severance agreements, drafts and enforces non-competes, conducts workplace investigations, and delivers preventative employment law training. She regularly provides employment advice to clients involved in mergers and acquisitions. In addition, she advises clients on CBA compliance and relationships with unionize employees. Kristin has represented clients with operations located throughout the United States.

Kristin started her career at a local law firm where she gained experience litigating and mediating employment matters (including class actions) in court, administrative forums and arbitration. She also provided employment law counsel and training to clients of all sizes.

Prior to joining Fredrikson, she also served as in-house employment and labor counsel for mid-size publicly traded and privately held companies. In these positions, she advised HR and leadership on many employment issues such as corporate restructurings and acquisitions, discipline and discharge, drafting and enforcing non-competes and other employment agreements, conducting investigations, managing leaves and accommodating disabled employees, conducting compliant background checks and effectively managing employee performance. She also managed both commercial and employment litigation.

### Experience

- Successfully resolved charge of disability discrimination with EEOC.
- Assisted in enforcement of non-compete agreements with former employees thereby avoiding litigation.
- Provided training on how to conduct successful investigations to client's HR team.
- Provided harassment training to employees and management of unionized employer.

- Advised on CBA compliance, employee discipline, leave management, harassment and other matters in unionized environment.
- Negotiated collective bargaining agreements on behalf of unionized employer.
- Led litigation on regulatory matter that saved publicly traded multi-channel retailer over \$1M.
- Successfully mediated large meal and rest break class action in the state of California for nationwide retailer.
- Developed and presented management training to address employee meal and rest break compliance.
- Successfully resolved EEOC ADA class action related to leave of absence policy for publicly traded retailer.

## Credentials

### Education

- University of Iowa College of Law, J.D., 1988, *with distinction*
- University of Iowa, B.A., 1985, *with distinction*

### Admissions

- Minnesota, 1988
- U.S. District Court for the District of Minnesota
- U.S. Supreme Court
- U.S. Court of Appeals for the Eighth Circuit

## Recognition

- North Star Lawyer, Minnesota State Bar Association, 2019

## Civic & Professional

### Professional Activities

- Minnesota State Bar Association, Employment Law Section, Member, 2002-present
- Minnesota Women Lawyers, Member, 2017-present
- University of St. Thomas School of Law, Student Mentor
- Angel Foundation, Member, Board of Directors, 2021
- American Corporate Counsel Association, Minnesota Chapter, Member, 2006-2018

- American Corporate Counsel Association, Education Committee, Minnesota Chapter, Co-Chair, 2014-2015
- Minnesota State Bar Association, Labor and Employment Governing Council, Elected Member, 2004-2006

## **Speaking Engagements**

Event | November 2022  
Employment and Labor Law Webinar Series 2022

Event | 10.18.2022  
Fredrikson & Byron's 38th Annual Employment & Labor Law Seminar

Event | 12.2019  
Employment and Labor Law Webinar Series 2019

## **Legal Updates**

Legal Update | 12.05.2022  
Independent Contractors versus Employees – Worker Classification for Tax and Employment Purposes

Legal Update | 06.01.2022  
Success Strategies for Remote Work in the Post-Pandemic Era

Legal Update | 07.24.2020  
Question of the Day: What do I need to know about the Minnesota Governor's Mandatory Face Covering Order?

Legal Update | 06.08.2020  
Question of the Day: Entering Phase III of Minnesota's Stay Safe Plan

Legal Update | 05.15.2020  
Question of the Day: Employee Health Screening Records

Legal Update | 05.01.2020  
Employment Question of the Day: April 30, 2020

Legal Update | 04.02.2020  
Employment Question of the Day: April 2, 2020

## **Publications & Presentations**

Co-Presenter, "Key Areas of Focus for Multi-State Employers," Fredrikson & Byron's Employment & Labor Group, November 3, 2022

Co-Presenter, "Can't They Just Be Independent Contractors? Employee vs. Independent Contractor Classification," Fredrikson & Byron's Annual Employment & Labor Law Seminar, October 2022

Co-Presenter, *My Employee Said What? Rethinking Reactions to Employee Speech*, Fredrikson & Byron's Annual Employment & Labor Law Seminar, On-Demand Webinar, October 2021

Co-Presenter, *Employee Wellness: 2020's Impact on Employees and Benefits*, MRA Employment Law Update, February 19, 2021

Co-Presenter, *Pulled from the Headlines: Practical Advice for Employers During the Pandemic and Beyond*, Fredrikson & Byron's Annual Employment & Labor Law Seminar, October 29, 2020

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

Co-Presenter, *20 Important Things HR Professionals Should Know*, Fredrikson & Byron's Employment and Labor Law Webinar Series, December 12, 2019

Co-Presenter, *20 Important Things HR Professionals Should Know*, Fredrikson & Byron's 35th Annual Employment & Labor Law Seminar, November 7, 2019

Co-Presenter, *The Changing Workplace: How to Practically Address Accommodating Religion in the Workplace*, Fredrikson & Byron's 34<sup>th</sup> Annual Employment & Labor Law Seminar, November 1, 2018