



## **Penny S. Oleson**

STAFF ATTORNEY

Minneapolis

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### Services

Employment, Labor & Benefits

Government Contracts & Grants

**Penny is an attorney in the Employment & Labor Group where she assists clients with affirmative action plans, separation agreements and government audits.**

Penny also taps into her regulatory compliance and energy background to assist clients in several other areas of the law, including government contract compliance and utility relocations.

## **Credentials**

### Education

- Oklahoma City University School of Law, J.D., 2012, *cum laude*
- College of St. Catherine, 2004, *summa cum laude*

### Admissions

- Minnesota, 2012

### Clerkships

- Law Clerk, Honorable Barbara Swinton, District Judge, 7th Judicial District of Oklahoma

## **Recognition**

- Centennial Pro Bono Challenge, 100 Hours Completed, Hennepin County Bar Association, 2020
- North Star Lawyer, Minnesota State Bar Association, 2013, 2019
- Excellence in Pro Bono Service to Community, 2010-2012
- Order of the Barristers

## **Civic & Professional**

### **Professional Activities**

- Minnesota State Bar Association, Member
- American Bar Association, Member
- Holloway Inn of Court, Member
- International Legal Honors Fraternity, Phi Delta Phi

### **Community**

- Volunteer Lawyers Network, Pro Bono Attorney
- First Lutheran Church of Red Wing, President, Executive Congregational Council

## **Speaking Engagements**

Event | 12.07.2023

Maneuvering Through the Maze of Sick Leave Laws

Event | October 24 & 26, 2023

Fredrikson's 39th Annual Employment & Labor Law Seminar

Event | 10.18.2022

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

## **Legal Updates**

Legal Update | 02.05.2021

Can We Do That?: Answering Questions About Protecting Employee Privacy During a Pandemic

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 | 07.21.2020

Question of the Day: Domestic Travel Restrictions

Legal Update | 06.12.2020

Question of the Day: Onsite Visitor Health Screening

Legal Update | 05.07.2020

Question of the Day: Required Survey Reports

Legal Update | 04.09.2020  
Employment Question of the Day: April 9, 2020

Legal Update | 03.31.2020  
Employment Question of the Day: March 31, 2020

Legal Update | 03.08.2018  
Penny's Notes on the Rising Influence of Influencers

## **Publications & Presentations**

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-Author, "Can We Do That?: Answering Questions About Protecting Employee Privacy During a Pandemic," *Hennepin Lawyer* (The Official Publication of the Hennepin County Bar Association), November/December 2020

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

Co-Presenter, "Keeping Employment Clients Informed in a Pandemic," University of St. Thomas hosted webinar for law school students, April 23, 2020

Co-Presenter, "How to Legally Welcome Back an Employee from FMLA/ADA Leave," Fredrikson & Byron's 35th Annual Employment & Labor Law Seminar, November 7, 2019