

Claire B. Deason

Shareholder

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Focus Areas

Audit Services
Wage and Hour
Energy

Overview

Claire B. Deason’s practice focuses on litigation, compliance, and consulting on all aspects of wage and hour law under federal and state law.

In her wage and hour compliance and consulting work, Claire advises clients on all aspects of current wage and hour law and works closely with clients to develop incentive compensation programs, create practical and manageable remote work compliance, navigate remote employee expense reimbursement, revise payroll practices and calculation methods, review position classifications, and coordinate messaging and training to communicate changes to the workforce. Claire works closely with her clients to develop wage and hour compliance strategies that are practical, creative, and can integrate into the real-world operations and goals of an organization.

Claire is a thought leader and partner to her clients on all aspects of the post-pandemic shift to remote work and compliance challenges related to remote worker relocation (the “Wandering Worker”). Throughout the COVID-19 pandemic, Claire has guided clients in wage and hour compliance with respect to compensable time, expense reimbursement, new developments in state law related to paid time off, changes to employee wages and duties, and incentive compensation planning and strategies. Claire advises on the unique wage and hour challenges of incentives for COVID-19 vaccination, as well.

Claire's presentations, including 2023's "***Finding Your Voice Between a Red Rock and a Hard Blue Place***," and 2022's "***Finding Beauty in Change: The Metamorphosis of Work***" (now available for purchase), have been featured at Littler's signature Executive Employer Conference.

In her wage and hour litigation practice, Claire develops creative, cutting-edge strategies for early resolution and dismissal of collective actions and has efficiently resolved collective actions for clients in the hospitality, service, and oil and gas industries. Claire has significant experience with all stages of wage and hour litigation, including:

- Early and representative discovery
- Conditional certification
- Decertification
- Individual and collective settlements
- Trial

Claire is a member of Littler's Wage and Hour Practice Group Core Team, Audit Services Practice Group Core Team, and leads Littler's Wandering Worker team.

In addition to her wage and hour practice, Claire represents clients in traditional discrimination suits and agency charges under both federal and state laws. She advises clients on all aspects of day-to-day personnel matters, including leave and disability issues, employee discipline, and termination.

In her *pro bono* practice, Claire has successfully obtained asylum, Permanent Resident status, and humanitarian parole for clients in individual immigration matters before U.S. Citizen and Immigration Services and U.S. Department of State.

Education

J.D., University of Minnesota, 2009, *magna cum laude*

B.A., Macalester College, 2006, *cum laude*

Bar Admissions

Texas

Minnesota

District of Columbia

Courts

U.S. District Court, Northern District of Texas

U.S. District Court, Eastern District of Texas

U.S. District Court, Western District of Texas

U.S. District Court, Southern District of Texas

U.S. District Court, District of Minnesota

Publications & Press

Dear Littler: Do I really need to reimburse my remote employee's phone bill, internet, and home office equipment?

Dear Littler

November 30, 2023

4-Day Workweek Shows Promise Despite Compliance Issues

Law360 Employment Authority

October 10, 2023

Can you provide any guidance on keeping our employees and making sure they are simultaneously engaged?

Littler 2 the Point Video

February 15, 2023

4 W&H Questions As We Enter Pandemic's 4th Year

Law360 Employment Authority

January 20, 2023

Leading Through The Labor Bubble

Chief Executive Magazine

October 31, 2022

Can't We All Just Get Back To Normal Now?

Chief Executive Magazine

October 4, 2022

In person or remote? Best practices for navigating tension of hybrid work model

Compliance Week

September 13, 2022

Record number of Americans have two jobs to cope

China Daily Global

August 19, 2022

Managers have been living in a pressure cooker. Many have had it.

CNN

June 28, 2022

3 Questions Employers Need To Ask About 4-Day Workweeks

Law360 Employment Authority

June 9, 2022

3 Paid Leave Tips For New COVID-19 Booster Eligibility

Law360 Employment Authority

November 19, 2021

Federal OSHA Issues Long-Awaited “Vaccine or Test” Emergency Regulations

Littler Insight

November 4, 2021

Say Goodbye to the Toddler Stars of the Pandemic Office Zoom

Bloomberg

October 1, 2021

Who Pays for Vaccine Mandates?

Law360 Employment Authority

August 26, 2021

Circuit Courts Endorse Limiting Jurisdiction in FLSA Collective Actions

Littler ASAP

August 23, 2021

These People Who Work From Home Have a Secret: They Have Two Jobs

The Wall Street Journal

August 13, 2021

Dear Littler: What are the Wage and Hour Issues with our Wandering Workers?

Dear Littler

April 29, 2021

Why ‘wandering’ employees are creating legal headaches for HR

Human Resource Executive

April 9, 2021

Inaugural Report of Littler’s Global Workplace Transformation Initiative

Littler Report

March 30, 2021

Dear Littler: How do we Determine Where Remote Employees “Work” for WARN Act Purposes?

Dear Littler

January 19, 2021

4 Tips To Help Employers Track Pandemic Telework

Law360

September 11, 2020

WPI Labor Day Report 2020

Littler WPI Report

September 8, 2020

The Changing Workplace, Part 2: Creating New Workplace Safety Policies

Workday

June 24, 2020

The Changing Workplace, Part 1: Why Remote Work Is Gaining Permanence

Workday

June 23, 2020

The Next Normal: A Littler Insight on Returning to Work – Recalling Furloughed Employees and the Rehire Process

Littler Insight

April 28, 2020

Coronavirus (COVID-19) Employer FAQs

Littler Insight

March 24, 2020

Thinking It Through: Wage and Hour Implications of Employer Responses to the Coronavirus

Littler Insight

March 10, 2020

Littler Elevates 28 Attorneys

Littler Press Release

January 2, 2019

NY Federal Court Significantly Limits Scope of Equal Pay Case

Littler Insight

December 11, 2018

Straightening Out the Labor Law Inclusion of Light-Duty Truck Drivers

MH&L News

May 25, 2018

Fifth Circuit Weighs in on Motor Carrier Act Overtime Exemption and Small Vehicle Exception

Littler ASAP

May 17, 2018

11th Circuit: Putative Opt-in Plaintiffs are Parties to Litigation – Even After Conditional Certification is Denied

Littler Insight

April 26, 2018

Unexpected Consequences: the Constitutional Implications of Federal Prison Policy for Offenders Considering Abortion

93 Minn. L. Rev. 1377

2009

Speaking Engagements

2024 Midwest Regional Employer Conference

Minneapolis, MN

November 14, 2024

Hot Topics in Minnesota Labor & Employment Law

Minneapolis, MN

June 13, 2024

Everything Old is New Again: A Wage & Hour Retrospective with an Eye Towards AI and Beyond

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2024

DOL Announces New FLSA Overtime Salary Threshold

April 26, 2024

New Year, New Us! Resolutions for You and Your Organization

January 25, 2024

2023 Midwest Regional Employer Conference

Minneapolis, MN

November 9, 2023

Show Me the Money! Incentivizing the Workforce of the Future

October 24, 2023

Special Session: Stuck in the Middle: Finding Your Voice Between a Red Rock and Hard Blue Place

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

Show Me the Money! Incentivizing the Workforce of the Future

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

2022 Midwest Regional Employer Conference

Minneapolis, MN

November 3, 2022

2022 Houston Regional Employer Conference

Houston, TX

October 6, 2022

Finding Beauty in Change: The Metamorphosis of Work

Littler Executive Employer Conference

May 6, 2022

Legal and Practical Considerations for Hiring and Retention During COVID-19

Minnesota CLE

December 1, 2021

Are We There Yet? Weathering the Workforce Drama of 2021 with Creative Employment Solutions

ACC Minnesota

November 16, 2021

Employment Law Issues in a Remote Work Environment

Department of Energy Contractor Attorneys' Association Annual Conference

October 21, 2021

2021 Upper Midwest Virtual Regional Employer Conference

Minneapolis, MN

October 20, 2021

That's Not a Thing Here: Federal and Minnesota Overtime Exemptions

Minnesota SHRM State Conference, Prior Lake, MN

October 12, 2021

Clearing the Way to Compliance: Hindsight Is So 2020

October 7, 2021

COVID-19 in the Workplace: Recent Developments and Compliance Challenges - Session 18

September 10, 2021

The U.S. Labor Shortage: Employer Responses, Employment Law Challenges

July 29, 2021

The Remote Work Transformation: Embracing Opportunities and Managing Challenges

National Association of College and University Attorneys Annual Conference

June 25, 2021

Not All Who Wander Are Lost: Managing Employee Relocation in the Era of Remote Work

March 11, 2021

How To Implement a Legally Compliant Workplace COVID-19 Testing Program While Waiting for the Vaccine To Arrive

February 16, 2021

There's No Place Like Home: Remote Work and The Future of Work

2021 TCSHRM Legal Summit

February 4, 2021

The COVID-19 Vaccine – Legal and Practical Implications

January 20, 2021

Managing a Remote Workforce

Minnesota CLE

January 14, 2021

The COVID-19 Vaccine – Legal and Practical Implications

January 13, 2021

Home Suite Home: The Remote Workforce and Business Expense Reimbursement

December 8, 2020

The Present – and Future – of Working Remotely

November 12, 2020

The COVID-19 Testing Conundrum: What Employers Need to Know to Develop an Effective and Lawful Testing Program

October 7, 2020

Sticky Situations: Handling Sensitive Employment Challenges in a Pandemic

September 18, 2020

Emerging Technologies and AI Impacts on Wage and Hour Compliance

August 7, 2020

COVID-19 in the Workplace: Recent Developments and Compliance Challenges

July 1, 2020

Restructuring Your Workforce: Furloughs, Reductions in Force and Compensation Changes in Response to COVID-19

Littler Executive Employer Conference

May 8, 2020

Restructuring Your Workforce: Furloughs, Reductions in Force and Compensation Changes in Response to COVID-19

Littler Executive Employer Conference

May 8, 2020

Getting Back to Work in Minnesota - Lawfully

May 1, 2020

COVID-19 in the Workplace: Recent Developments and Compliance Challenges

Littler Webinar

May 1, 2020

Managing Minefields – Navigating Employment Laws and Management Challenges

TCSHRM February Legal Summit

February 13, 2020

Take Action Now: Top-priority Compliance Advice to Respond to the Rapidly Changing Legal Environment

2019 Midwest Employer

October 3, 2019

Agency Perspectives: Understanding & Complying With the New Minnesota and Minneapolis Wage Theft Acts

2019 Midwest Employer

October 3, 2019

Get Ready! Minnesota's Wage Theft Law is Effective July 1

Littler 2019 Executive Employer

July 2, 2019

Hold onto Your Hat: 2019 Wage and Hour Update

2019 National Employer Conference

May 9, 2019

The Pay Equity Wave Rolls On: What You Need to Know to Stay Afloat

Midwest Employer Conference

November 8, 2018

Advanced Wage and Hour Topics

SHRM Senior Special Interest Group Meeting, Minneapolis MN

October 23, 2018

Independent Contractors, Temporary Employees, and Interns... Oh My! Navigating Nonemployees in an Employee Friendly Legal Landscape

TCSHRM Webinar

September 19, 2018

Investigating Workplace Sexual Harassment Claims

Twin Cities SHRM Legal Summit

February 15, 2018

Policy Update

Midwest Employer Conference

October 2017

Wage and Hour Update

Midwest Employer Conference

October 2015

2015 Houston Employer Conference

Houston, TX

August 13, 2015