

Jacqueline A. Mrachek

Shareholder

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Focus Areas

Whistleblowing, Compliance and Investigations
Unfair Competition and Trade Secrets
Discrimination and Harassment
Hiring, Performance Management and Termination
Investigations

Overview

Jacqueline A. Mrachek represents employers in a broad range of employment-related disputes in both federal and state courts as well as administrative agencies such as the EEOC and Departments of Human Rights. Jacqueline focuses her litigation practice on:

- Discrimination and harassment defense
- Whistleblowing, retaliation and False Claims Act claims
- Restrictive covenants including non-compete and non-solicitation contracts
- Disability and leaves of absence issues
- Crisis management

Jacqueline regularly conducts workplace investigations and climate assessments involving a variety of issues including gender bias, discrimination, harassment, theft, and executive improprieties.

Jacqueline counsels employers through the myriad range of employment issues. Her clients span many industries, including medical device, manufacturing, financial services, healthcare, and religious institutions.

Jacqueline advises clients on retaliation allegations under the FCA whether those concerns are raised through an anonymous hotline or ethic reporting process, a demand letter from counsel, or inquiry from a governmental agency.

She also handles FCA litigation from the inception of a claim through trial. Jacqueline also regularly authors thought leadership and presents on matters relating to whistleblowing and retaliation law.

Professional and Community Affiliations

- Member, Minnesota Women Lawyers, Advisory Board, 2001-present; President, 1999-2000; Executive Committee, 1998-2001; Board of Directors, 1996-2001
- Member, Diversity Committee, Hennepin County Bar, 1992-1995
- Member, Minnesota State Bar Association, Women in the Legal Profession Committee, 1992-1995; Board of Governors, Delegate, 1997-2000; Minority Bar Summit, 1998-2000
- Member, College of St. Benedict Leadership Advisory Council, 2022-present

Recognition

- Named, Labor and Employment Star, *Benchmark Litigation*, 2020
- Ranked, Labor & Employment, *Chambers USA*, 2019-2024
- Named, Super Lawyer, Labor & Employment (Top 50 Women Minnesota Super Lawyers, 2010-2013; Top 100 Women Minnesota Super Lawyers, 2008-2009), *Minnesota Super Lawyers*, 2003-2019
- Named, Top 40 Employment Lawyers, *Minnesota Journal of Law and Politics*, 2004 and 2009
- Named, 100 People to Watch, *Minneapolis/St. Paul Magazine*, 2002
- Named, Bar Register of Preeminent Women Lawyers, Highest Rating in Legal Ability and Ethical Standards; Highest Peer Review Rating in Legal Ability and Ethical Standards, *Martindale-Hubbell*

Education

J.D., William Mitchell College of Law, 1990

B.A., College of Saint Benedict, 1986

Bar Admissions

Minnesota

Courts

U.S. Court of Appeals, 1st Circuit

U.S. Court of Appeals, 8th Circuit

U.S. District Court, District of Minnesota

Minnesota Supreme Court

Publications & Press

Littler Ranked in 2024 Chambers USA Guide

Littler Press Release

June 6, 2024

Littler Recognized in 2023 Chambers USA Guide

Littler Press Release

June 6, 2023

Minnesota Enacts Paid Family and Medical Leave Statute

Littler Insight

May 31, 2023

Littler Ranked in Chambers USA Guide 2022

Littler Press Release

June 1, 2022

Montana Releases FAQs on Vaccine Discrimination Law

Littler ASAP

August 4, 2021

Littler Ranked in Chambers USA Guide 2021

Littler Press Release

May 27, 2021

Littler Adds Shareholder Jacqueline Mrachek in Minneapolis

Littler Press Release

January 28, 2020

Speaking Engagements

2024 Midwest Regional Employer Conference

Minneapolis, MN

November 14, 2024

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

January 25, 2024

2023 Midwest Regional Employer Conference

Minneapolis, MN

November 9, 2023

Navigating Minnesota's New Earned Sick and Safe Time Law: Top Ten Things Employers Need to Know

August 2, 2023

2022 Midwest Regional Employer Conference

Minneapolis, MN

November 3, 2022

The Return to Office in Interesting Times - Staying Flexible and Positive to Benefit Your Organization

Minneapolis, MN

July 21, 2022

2021 Upper Midwest Virtual Regional Employer Conference

Minneapolis, MN

October 20, 2021

Navigating Difficult FMLA and ADA Issues in the Middle of a Pandemic

Minneapolis, MN

June 10, 2021

Impact of the False Claims Act in the Era of COVID-19

August 5, 2020

Remote Leadership in the Essential Age of Working From Home

May 14, 2020

Co-presenter, Gender Bias and #MeToo: Complying With the Law

CLE presentation

October 9, 2019

Co-presenter, Strategies for Developing and Litigating Non-Compete Agreements in a Fast-Changing Legal Landscape

2019 Upper Midwest Employment Law Institute, St. Paul, MN

May 21, 2019

Title VII and Failure to Accommodate

Legal Writing and Legal Skills for Students, University of Minnesota Law School

February 22, 2019

Co-presenter, Settlements, Releases and Non-Disclosure Agreements in Sexual Harassment Cases

2018 Upper Midwest Employment Law Institute, St. Paul, MN
May 21, 2018

Facilitator and panelist, #UsToo: Women Lawyers and Sexual Harassment Today

Minnesota Women Lawyers (MWL)
March 8, 2018

Facilitator and panelist, #UsToo: Women Lawyers and Sexual Harassment Today

Minnesota Women Lawyers (MWL)
March 8, 2018

Co-presenter, Employers, Beware! A U.K. and U.S. Guide to Preventing and Responding to Sexual Harassment in the Workplace

Webinar
December 2017

The New Federal Defend Trade Secrets Act: What Employers Need to Know and Recent Developments

2017 Upper Midwest Employment Law Institute, St. Paul, MN
May 2017

Books & Book Chapters

- *Hiring Handbook*, co-author, 2nd Edition, 2019 Upper Midwest Employment Law Institute, Minnesota CLE, May 21, 2019
- *Sexual Harassment - A Practical Guide to What Constitutes Unlawful Sexual Harassment*, co-author, May 21, 2018
- *Job Application Screening - A Practice Guide*, co-author, May 2014