

John H. Lassetter

Shareholder

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Focus Areas

Wage and Hour
Discrimination and Harassment
Whistleblowing, Compliance and Investigations
Unfair Competition and Trade Secrets
Home Health and Home Care

Overview

John H. Lassetter represents employers in collective, class and hybrid actions brought under the federal Fair Labor Standards Act and state wage and hour laws. He has successfully defeated certification in a number of threatened nationwide collective actions and has resolved many other cases involving the complicated legal issues that arise in wage and hour litigation. His practice also focuses on consulting with a wide range of employers on wage and hour compliance, ensuring best practices and avoiding class litigation.

In addition to his specific focus on wage and hour issues, John counsels clients on a variety of other labor and employment issues including compliance with federal, state and local labor and employment laws, policy formation and implementation, leave management, disability accommodations, restrictive covenants, hiring and terminations, and workplace investigations and disciplinary proceedings. He has also represented clients in disputes involving race, ethnicity, age, gender, disability, and sexual orientation discrimination and harassment allegations, whistleblower and other retaliatory discharge claims, and unfair competition and trade secret disputes.

John is a member of the Executive Committee of the Norwegian American Chamber of Commerce - Upper Midwest Chapter and is actively involved with the Norwegian-American community in Minnesota.

Professional and Community Affiliations

- Member, National Labor & Employment Law Section - Standing Committee on Legislation and Congressional Relations, Federal Bar Association
- Member, Employment Law Section, Minnesota State Bar Association
- Member, Minneapolis Torske Klubben Norwegian Luncheon Club
- Vice President, Norwegian American Chamber of Commerce, Upper Midwest Chapter

Education

J.D., University of Minnesota Law School, 2008, *magna cum laude*

B.A., University of Utah, 2005, *magna cum laude*

Bar Admissions

Minnesota

North Dakota

Courts

U.S. Court of Appeals, 8th Circuit

U.S. District Court, District of Minnesota

U.S. District Court, Western District of Michigan

U.S. District Court, District of North Dakota

U.S. District Court, District of Colorado

U.S. District Court, Eastern District of Wisconsin

Languages

Norwegian

Swedish

Publications & Press

Covid Testing Costs Hit Employers' Wallets as Biden Pushes Shots

Bloomberg Law

September 29, 2021

Pay for Virus Safety Measures Turns on Varying Wage Laws

Bloomberg Law

April 30, 2020

Minnesota Update: The Latest COVID-19 Developments Impacting Minnesota Employers

Littler Insight

April 22, 2020

Minnesota Employment Law Update on the Novel Coronavirus (COVID-19)

Littler Insight

March 20, 2020

Minnesota Wage Theft Law Update

Littler ASAP

August 2, 2019

Littler Elevates 28 Attorneys to Shareholder

Littler Press Release

January 3, 2018

New Overtime Rules Impact Minnesota's Wage and Hour Laws

Minnesota Employment Law Newsletter - HR Specialist

August 2016

In the Spotlight: DOL Releases Proposed Revisions to 'White Collar' Overtime Exemptions

Minnesota Employment Law Newsletter

October 2015

Washington Court Clarifies Pleading Requirements for CFAA Claims

Littler ASAP

July 9, 2012

You Screen, I Screen, EEOC Screams when we Screen: Avoiding EEOC Scrutiny of Pre-Employment Screening Practices

Spring 2012 Newsletter

Spring 2012

Midstream Noncompetes May Not Be Enforceable When Employer Recoups The Consideration For The Agreement

Littler ASAP

May 24, 2011

2010 Update

Summary Guide to Discrimination Claims

April 2010

Samson v. California: 'Evil' Suspicionless Searches Become a Part of Everyday Life for Parolees

Law and Inequality: A Journal of Theory and Practice

Summer 2007

Speaking Engagements

2024 Midwest Regional Employer Conference

Minneapolis, MN

November 14, 2024

Child Labor in the United States and Beyond: A Legal, Moral, and PR Nightmare for Employers

October 2, 2024

Child Labor in the United States & Beyond: A Legal, Moral, & PR Nightmare for Employers

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2024

2023 Midwest Regional Employer Conference

Minneapolis, MN

November 9, 2023

2022 Midwest Regional Employer Conference

Minneapolis, MN

November 3, 2022

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

Managing a Remote Workforce

Minnesota CLE

January 14, 2021

Working from Home or Living at Work? Wage and Hour Best Practices in a Remote Work Environment

July 30, 2020

COVID-19, Remote Work and Returning to Work

ACC

June 5, 2020

COVID-19 and Remote Work

Twin Cities SHRM

May 4, 2020

Oh My... 7(i): An Overview of the “Inside Sales” Exemption's Requirements, Nuances and Common Pitfalls

October 30, 2019

New Regulations and New Approaches: Latest Developments at the DOL

Littler Midwest Regional Employer Conference, Minneapolis, MN

October 3, 2019

U.S. Labor & Immigration Update 2019 for Nordic-Based Companies

Oslo

August 30, 2019

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

July 10, 2019

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

July 2, 2019

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

Minneapolis, MN

June 27, 2019

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

TCSHRM Webinar

September 19, 2018

EEOC Charges from A to Z

Twin Cities SHRM Chapter (TCSHRM) Webinar

October 18, 2017

The Shift of Employment-Law Policymaking from Congress to the Executive, the States and Local Governments

Federal Bar Association

November 10, 2016

Work Like a Boss: Contingent Workforces and Independent Contractors

2016 Midwest Employer Conference, Minneapolis, MN

October 4, 2016

DOL Issues Final Overtime Rule - Minneapolis

Minneapolis, MN

June 23, 2016

The DOL's Proposed Changes to the White Collar Overtime Regulations and the Ongoing Attack on Independent Contractor Misclassification

Minneapolis, MN

October 29, 2015

The Carrot and the Stick: How to Effectively Use Rule 68 Offers and When to Reject Them

Federal Bar Association Annual Convention, Salt Lake City, UT

September 10, 2015

The New DOL Wage and Hour Regulations: Challenges and Opportunities

Association of Corporate Counsel, Minnesota Chapter, Minneapolis, MN

July 22, 2015

Bankruptcy and Successor Liability in Discrimination Claims

Minnesota State Bar Association Minneapolis, MN

December 17, 2014

Adapt, Armor & Avoid: Checkmating the Next New Thing in Wage & Hour Litigation

Littler Mendelson, Minneapolis, MN

November 6, 2014

Status Update: Social Media in the Workplace

Littler Mendelson, Minneapolis, MN

October 30, 2013

Legal Implications Of Social Media In The Workplace: Tough Issues From The Trenches

Littler Mendelson, Minneapolis, MN

October 11, 2012