

## **Kurt J. Erickson**

Shareholder

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## **Focus Areas**

Construction

## **Overview**

Kurt J. Erickson has significant experience in representing public and private employers in labor and employment matters. He appears regularly before state and federal courts, the Equal Employment Opportunity Commission and the Minnesota Department of Human Rights, as well as proceedings before other state administrative tribunals. Kurt routinely defends clients in litigation matters, including class action litigation, involving discrimination and harassment, accommodation issues, whistleblowing and retaliation, breach of contract, unfair labor practices, and trade secret and non-compete issues. In addition, he provides advice and counsel to clients on these matters and other employment law issues such as drafting of employee handbooks, policies and procedures and the hiring, performance management and termination of employees.

Prior to joining Littler, Kurt was a partner at a large national employment law firm and also worked as in-house corporate counsel for a major airline, where he managed nationwide employment litigation and provided counsel on a wide range of employment related matters. He also served as special assistant and assistant attorney general with the Minnesota Attorney General's Office, where he handled a variety of disputes involving race, gender and disability discrimination.

## **Professional and Community Affiliations**

- Member, American Bar Association
- Member, Federal Bar Association
- Member, Labor and Employment Law Section, Minnesota State Bar Association
- Member, Hennepin County Bar Association
- Member, Minnesota Defense Lawyers Association and Defense Research Institute

- Private Volunteer Attorney, Pro Bono Program, Southern Minnesota Regional Legal Services
- Board Member, Board of Directors for the TwinWest Chamber of Commerce

## Recognition

- Awarded, AV<sup>®</sup> Peer Review Rating, *Martindale-Hubbell*
- Certified, Labor and Employment Specialist, *Minnesota State Bar Association*
- Awarded, Minnesota Northstar Award for Providing Pro Bono Legal Services

## Education

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

B.A., University of Minnesota, *summa cum laude*

## Bar Admissions

Minnesota

## Courts

U.S. Court of Appeals, 8th Circuit

U.S. District Court, District of Minnesota

U.S. District Court, District of North Dakota

U.S. District Court, Western District of North Carolina

U.S. District Court, District of Arizona

## Publications & Press

### **Many Changes Made to Minnesota's Employment Laws**

*SHRM*

August 2, 2024

### **Minnesota Law on Misclassifying Employees Singles Out Construction Industry**

*Today's General Counsel*

June 27, 2024

### **More Changes to Minnesota's Employment Laws are Imminent**

*Littler Insight*

June 7, 2024

**Minnesota Employers Face Possible Liability for Using Independent Contractors**

*SHRM Online*

June 5, 2024

**Effective July 1, Minnesota Employers Face Increased Scrutiny and Possible Liability for Using Independent Contractors Versus Employees**

*Littler ASAP*

May 29, 2024

**How Employers Can Prepare For Minn. Noncompete Ban**

*Law360 Employment Authority*

June 21, 2023

**Minnesota Is Poised to Enact a Law Banning Virtually All Non-Compete Agreements**

*Littler Insight*

May 15, 2023

**Minnesota Prohibits Discrimination Based on Hairstyles**

*SHRM Online*

February 15, 2023

**Minnesota Enacts the CROWN Act Prohibiting Discrimination Based on Natural Hair**

*Littler ASAP*

February 9, 2023

**Minnesota Expected to Pass CROWN Act Prohibiting Discrimination Based on Natural Hair**

*Littler ASAP*

January 17, 2023

**McDonnell Douglas Lives Another Day: A Win for Employers at the Minnesota Supreme Court**

*Littler ASAP*

April 14, 2022

**Analyzing and Responding to the Minnesota Attorney General's Investigations into Employer Pay Practices**

*Littler ASAP*

January 7, 2022

**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 Legislature Proposes Sweeping Change to Sexual Harassment Law**

*Littler Insight*

April 27, 2018

**Littler Expands Minneapolis Office with the Addition of Kurt J. Erickson**

*Littler Press Release*

December 13, 2016

## **Speaking Engagements**

**2024 Midwest Regional Employer Conference**

Minneapolis, MN

November 14, 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

**COVID-19 and Unemployment Compensation in Minnesota**

TwinWest Chamber of Commerce

March 31, 2020

**Effective Ways to Protect Your Organization Against FMLA Abuse**

Seminar for Your Employer Association, the MRA

March 12, 2020

**COVID-19: Construction Industry Update on the COVID-19 Public Health Crisis From a Labor Perspective**

Associated General Contractors

March 18, 2020

**Issues and Insights Legislative Breakfast Series**

TwinWest Chamber of Commerce  
March 13, 2020

**TAKE ACTION NOW: Top-priority Compliance Advice to Respond to the Rapidly Changing Legal Environment**

Midwest Employer Conference  
October 3, 2019

**MRA: HR Roundtable, Work Comp, FMLA, and ADA**

Seminar for Your Employer Association, the MRA  
March 14, 2019

**Minnesota Legislative Update: The Times, They Are a Changin'**

Midwest Employer Conference  
November 8, 2018

**Litigation - Religious Accommodations, Beliefs, and Practices**

Brainerd Lakes Area Human Resources Association  
October 11, 2018

**Restrictive Covenants and Proprietary Information: Pitfalls and Managing Risk**

Client Seminar  
August 22, 2018

**Changes to Sexual Harassment Law in Minnesota? The Answers, My Friends, Are Blowing in the Wind**

June 20, 2018

**Critical Employment Law Updates for Business Owners**

Seminar for Your Employer Association, the MRA  
March 16, 2018

**When Crime Doesn't Get You Pay: What Criminals and Employment Lawyers Need to Know**

Minnesota State Bar Association Seminar  
March 14, 2018

**Disabilities, Accommodations, and Leaves... Oh My! Addressing Complex FMLA and ADAAA Issues**

Midwest Employer Conference  
October 26, 2017

**Minnesota Employment Law Update**

Hennepin County Bar Association, Labor and Employment Section  
April 2016

**At the Intersection of Criminal and Employment Law: Recent Developments on Criminal Expungement, Background Checks and the Fair Credit Reporting Act**

Hennepin County Bar Association, Labor and Employment Section  
September 2015

**Minnesota Employment Law Update**

Hennepin County Bar Association, Labor and Employment Section  
January 2015

**Minnesota Employment Law Update**

Hennepin County Bar Association, Labor and Employment Section  
January 2015

**Minnesota Employment Law Update**

2014 State Conference – Minnesota SHRM  
October 2014

**Discussion of the Sexual Harassment Case of Rasmussen v. Two Harbors Fish Company**

Hennepin County Bar Association, Labor and Employment Section  
April 2014

**Update on Retaliation Claims, Minnesota Workers' Compensation**

Lorman Seminars  
February 2014

**When Crime Doesn't Get You Pay: Criminal Law Basics for Employment Attorneys and Employment Law Basics for Criminal Attorneys**

Hennepin County Bar Association, Labor and Employment Section  
January 2014

**The Undiscovered Country: New, Cutting Edge Retaliation Claims in Minnesota, and How to Avoid Them**

Hennepin County Bar Association, Labor and Employment Section  
March 2013