

Shirley Lerner

Senior Counsel

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Focus Areas

Litigation and Trials
Leaves of Absence and Disability Accommodation
Wage and Hour
Unfair Competition and Trade Secrets
Discrimination and Harassment
Contractors, Staffing and Contingent Workers

Overview

For over three decades, Shirley Lerner has represented employers in a wide variety of employment claims in state and federal courts and before administrative agencies. She has successfully defended her clients against claims of wrongful termination, unfair competition, discrimination, harassment, contractor misclassification and wage and hour violations. Shirley represents a diverse range of companies – from local sole proprietorships to large multinational corporations. She has developed an in-depth knowledge of the legal and employment challenges facing manufacturing, financial services, professional services, staffing, nonprofit and sales organizations.

Shirley's clients rely on her to understand their business needs and provide sound advice to manage risk and ensure legal compliance, with a focus in the following areas:

- Hiring, performance management, and terminations, including reductions-in-force
- Responding to harassment and discrimination, including training and investigation
- Employment and executive agreements, including noncompetition and confidential information protections
- Formulating and implementing policies and compensation plans
- Leaves of absence issues - including paid sick and safe leave
- Compliance with accommodation laws, including disability and religious accommodation

- Classification of workers, including independent contractors, and exempt and nonexempt employees

In addition, Shirley has played a key role in bringing the firm's Women's Leadership Initiative to Minneapolis. Shirley is also a frequent speaker on a variety of labor and employment law topics at continuing education and management events.

Professional and Community Affiliations

- Member, Minnesota State Bar Association
- Member, Hennepin County Bar Association
- Member, American Bar Association

Recognition

- Awarded, AV Preeminent® Peer Review Rating, *Martindale-Hubbell*

Education

J.D., University of Minnesota Law School, 1983

B.A., University of Minnesota, 1980, *magna cum laude*, *Phi Beta Kappa*

Bar Admissions

Minnesota

Illinois

Courts

U.S. Court of Appeals, 6th Circuit

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, Northern District of Illinois

Publications & Press

Littler Appoints Susan Fitzke as Minneapolis Office Managing Shareholder

Littler Press Release

October 9, 2019

Minnesota Wage Theft Law Update

Littler ASAP

August 2, 2019

The Battle over the Minneapolis Sick and Safe Time Ordinance Continues: Court Holds the Law Applies to Employers Outside City Limits

Little Insight

May 6, 2019

Little Adds Megan Brennan in Minneapolis

Little Press Release

April 1, 2019

Triples? Duluth Joins Twin Cities in Enacting Paid Sick and Safe Time Law

Little Insight

June 7, 2018

Little Names Three New Office Managing Shareholders

Little Press Release

January 10, 2018

The Biggest Astronomical Event of a Generation Will Hit Offices Everywhere on Monday

The Washington Post

August 17, 2017

Solar Eclipse Creates Employee Safety Risks

Business Insurance

August 16, 2017

Hey, Where'd Everybody Go? Employers Beware—Solar Eclipse Mania Sweeps the Nation

Little Insight

July 31, 2017

Must We Allow Unlimited Breaks for Mothers to Express Breast Milk?

Business Management Daily

July 28, 2017

How Far Do We Have to Go to Accommodate Employee's Migraine Headaches?

Business Management Daily

November 17, 2016

Minnesota Women's Economic Security Act Becomes Law

Little Insight

May 16, 2014

Speaking Engagements

Work From Home – What Happens When WFH Becomes Long-Term or Even Permanent?

July 16, 2020

Littler Women's Leadership Initiative Luncheon

Minneapolis, MN

March 6, 2019

Littler Women's Leadership Initiative Luncheon

Minneapolis, MN

January 30, 2019

Accommodating a Multireligious and Multicultural Workforce

Littler Executive Employer, Phoenix, AZ

May 3, 2018

Employment Law Update: Local, State & Federal

Twin Cities Society Human Resources

February 15, 2018

Minneapolis Women's Leadership Initiative Luncheon: Can Mentoring Help Crack the Glass Ceiling?

Minneapolis, MN

January 24, 2018

Pay Equity and Sick Leave: Cities and States Venture Where Congress Fears to Tread

Littler Midwest Regional Employer, Minneapolis, MN

October 26, 2017

Advocating for Yourself and Others: What Roles Does Gender Play?

Littler Minneapolis Women's Leadership Initiative Series

April 26, 2017

Managing the 21st Century Sales Force

Minneapolis, MN

February 16, 2017

Gender & Generations: A Focus on the Millennial Workforce

Littler Minneapolis Women's Leadership Initiative Series

November 16, 2016

Let Them Down Easy: The Art of Reductions in Force

Midwest Regional Employer, Minneapolis, MN

October 4, 2016

Women and the Law

Littler Minneapolis Women's Leadership Initiative Series

April 27, 2016

Gender Equity in the C-Suite: The Myths & Realities of the Leadership Gender Gap

Littler Minneapolis Women's Leadership Initiative Series

November 19, 2015

Minnesota Women's Economic Security Act

Littler Minneapolis Women's Leadership Initiative Series

April 22, 2015

Minnesota Update: Expanding Rights Bring New Challenges

Littler Midwest Regional Employer, Minneapolis, MN

November 6, 2014

The Hiring Games: What You Need to Know to Keep the Odds in Your Favor

Midwest Regional Employer, Minneapolis, MN

October 30, 2013

Independent Contractors: Heightened Concern In An Era Of Expanded Enforcement

Littler Mendelson, Minneapolis, MN

October 11, 2012

Two-Part FMLA CLE Series: Managing Intermittent FMLA Leave and Post-FMLA Accommodation

Minneapolis, MN

June 7, 2012