



Join Rinke Noonan Attorney Chad Staul for a four part lunch and learn series, and get up to date information on today's important employment law issues.

*Thursday, June 15th, 2017
12 p.m.- 1p.m.
US Bank Plaza
Third Floor Training Room*

Non-Compete Agreements: A general Guide for Minnesota Employers

In today's competitive climate it appears that the use of non-compete agreements is on the rise. As a result, there is a good chance that your company either uses a non-compete agreement or will face a situation involving a non-compete agreement. Regardless of whether you find yourself enforcing or defending a non-compete agreement, having a general understanding of the law regarding such agreements is paramount.

Those who attend this one-hour seminar will hear a discussion on:

- The legal elements required for a non-compete agreement;
- Other restrictive covenants that typically accompany a non-compete agreement;
- The court's treatment of non-compete agreements in Minnesota;
- Other common problem areas that need evaluation when dealing with non-compete agreements.

*Thursday, August 17, 2017
12 p.m.- 1 p.m.
US Bank Plaza
Third Floor Training Room*

Do's and Don'ts of Employee Handbooks

Have you ever wondered if your employee handbook is sufficient? Are you constantly in the process of re-writing your handbook and not sure of what you should, or should not include? Will your handbook stand up to scrutiny from government agencies like the DOL, EEOC, or NLRB? Will your handbook create problems in your next employee lawsuit?

Join us during this one-hour seminar where we will discuss:

- The purpose and basics of an employee handbook;
- What should and should not be included in an employee handbook;
- Required language under Minnesota law;
- Ineffective handbook language to avoid; and
- Other common employee handbook mistakes.

Thursday, October 19th, 2017
12 p.m.- 1 p.m.
US Bank Plaza
Third Floor Training Room

Employee Discipline: An Employers Guide to an Unpleasant Necessity

Employers take pride in hiring the best person for the job, so it makes sense that there is no joy in having to discipline employees. Regardless, this is a reality that almost every employer will face as it continues to grow and prosper. Whether employers are faced with small infractions or those garnering extreme consequences, understanding employee discipline and approaching in a consistent fashion can make the process less painful and provide for less exposure to employee lawsuits.

Therefore, we ask that you join us for this one hour seminar where we will discuss:

- Goals to be achieved by effective disciplinary procedures;
- The three basic grounds for discipline;
- Three basic objections of a disciplinary notice;
- Special kinds of disciplinary documentation;
- Mechanics of an employment termination.

Thursday, December 14, 2017
12 p.m.- 1 p.m.
US Bank Plaza
Third Floor Training Room

Wage and Hour Law: The Most Common Wage Payment Pitfalls Employers Need to Know to Avoid Costly Litigation

Unfortunately, more employers are learning the hard way that class action wage and hour lawsuits can involve issues beyond claims of minimum wage and overtime violations. In fact, since 2001 wage and hour collective action lawsuits (both state and federal) have increased by an astounding 500%. It is now estimated that approximately 90% of all federal and state court employment law class actions are wage and hour class or collective actions.

This one-hour seminar will cover the legal nuances of several tricky areas of state and federal wage and hour law such as:

- Compensable time;
- Meal and rest periods;
- Regular rate of pay and overtime;
- Unlawful wage deductions; and
- Final pay violations.

All sessions will be held from 12 p.m. - 1 p.m. on the third floor of the US Bank Building in the training room.

Lunch will be provided at all sessions for you.

There is no cost to attend, but registration is required.

To register for any of the above sessions, please contact Jen Carlson at 320.656.3537 or

jcarlson@rinkenoonan.com