



Douglas R. Christensen

Shareholder

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Focus Areas

Labor Management Relations
Litigation and Trials
Class Actions
Wage and Hour
Hiring, Performance Management and Termination

Overview

For over 25 years, Douglas “Doug” R. Christensen has been dedicated exclusively to counseling and advocacy for management on workplace issues. His experience is extensive and varied, and his practice encompasses all areas of labor and employment law for a diverse range of corporations – public and private, large and small – in a variety of industries, as well as a number of nonprofit organizations. He provides his clients with sound, thoughtful, and trusted advice and representation.

Doug has served as trial and appellate counsel for his clients' most important labor and employment matters. When litigation or other contested proceedings are unavoidable, he is deeply experienced in bringing those disputes to a successful conclusion efficiently, cost-effectively, and with minimal business disruption. He has successfully handled a wide range of labor and employment-related disputes, including collective and class actions, before federal and state trial and appellate courts, federal, state, and local administrative agencies, and arbitration forums.

Doug also provides tactical counseling, problem solving, and crisis management skills to clients in connection with the strategic handling of human resources issues, with an eye toward avoiding contested proceedings. These include:

- Designing, conducting and coordinating workplace training on every aspect of the employment relationship
- Negotiating and drafting employment, restrictive covenant, and separation agreements
- Formulating and drafting employment policies and manuals

- Advising on wage and hour compliance; discipline and discharge issues, including sensitive termination matters; and reductions-in-force and other business restricting issues

Doug has conducted and overseen dozens of independent investigations relating to personnel matters, workplace behavior, and ethical issues for a variety of clients. He also has extensive experience representing and advising management on traditional labor law issues, including:

- Responding to union organizing attempts
- National Labor Relations Board proceedings
- Collective bargaining agreement negotiations and administration
- Defending labor arbitration cases
- Strike prevention and planning, picket lines, and corporate campaigns

In addition, Doug is regularly involved in reorganizations, acquisitions, mergers, and sales and purchases of corporations and assets to identify and resolve labor and human resources issues, implications, and concerns. He has spoken at numerous presentations on a variety of labor and employment law topics at seminars and meetings for lawyers, management, and human resources and supervisory personnel.

Prior to joining Littler, Doug chaired the national labor and employment law practice of a law firm in Minneapolis. He also served as the firm's employment counsel, in which role he provided advice and legal counsel to the managing partner, policy committee, management committee, and human resources personnel on a broad range of human resources and personnel matters.

During law school, Doug was articles and staff editor for *Law and Contemporary Problems*.

Professional and Community Affiliations

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

Recognition

- Named, Lawyer of the Year, Labor and Employment, Minneapolis, *The Best Lawyers in America*®, 2016, 2020
- Named, The Best Lawyers in America®, 2010-2021
- Named, Lawyer of the Year, Minneapolis, *The Best Lawyers in America*®, 2012
- Named, America's Leading Lawyers for Business, *Chambers USA*, 2004-2020
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*
- Named, Super Lawyer, Minnesota, *Super Lawyers*, 2012-2015
- Recipient, James S. Bidlake Memorial Award, *Duke University School of Law*

Education

J.D., Duke University School of Law, 1988

B.A., University of Notre Dame, 1984

Bar Admissions

Minnesota

Courts

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 8th Circuit

Minnesota Supreme Court

U.S. District Court, District of Minnesota

U.S. District Court, Northern District of Illinois

U.S. District Court, Western District of Michigan

Publications & Press

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

Littler Ranked in 2019 Chambers USA Guide

Littler Press Release

April 25, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

Littler Ranked in 2018 Chambers USA Guide

Littler Press Release

May 15, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide

Littler Press Release

May 26, 2017

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Littler Press Release

August 16, 2016

Chambers USA Recognizes Littler and Attorneys in 2016 Guide

Littler Press Release

May 27, 2016

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Littler Press Release

August 18, 2015

Chambers USA Recognizes Littler and Its Attorneys

Littler Press Release

May 20, 2015

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition

Littler Press Release

August 18, 2014

Littler and Its Attorneys Ranked In 2014 Chambers USA Guide

Littler Press Release

May 23, 2014

Littler Lands Nationally Recognized L&E Litigator Douglas R. Christensen In Minneapolis

Littler Press Release

February 5, 2014