



Charles J. Ureña

Associate

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Overview

Charles J. Ureña represents employers in a variety of labor and employment matters.

Prior to joining Littler, Charles provided employment advice and counsel as well as defended clients facing environmental litigation while at a Minnesota-based firm.

In law school, Charles served as a judicial extern at the Wisconsin Supreme Court for the Hon. Shirley Abrahamson. He also received a Burton Award for Distinguished Legal Writing for his article in the *Wisconsin Law Review*, of which he was articles editor.

Professional and Community Affiliations

- Member, Minnesota State Bar Association
- Member, State Bar of Wisconsin
- Member, National LGBT Bar Association

Recognition

- Recipient, Burton Award, University of Wisconsin Law School, *Law360 Distinguished Legal Writing Awards*, 2019
- Recipient, George Laiken Award, University of Wisconsin Law School, *Best Student Article in the Wisconsin Law Review*, 2019

Education

J.D., University of Wisconsin Law School, 2019, *cum laude*

B.A., University of Wisconsin, Madison, 2015

Bar Admissions

California

Minnesota

Wisconsin

Courts

U.S. District Court, District of Minnesota

Publications & Press

Dear Littler: Do I really need to reimburse my remote employee's phone bill, internet, and home office equipment?

Dear Littler

November 30, 2023

Dear Littler: What employment issues should we keep in mind when hiring seasonal minor employees?

Dear Littler

June 3, 2021

Is Your PTO Policy a Contract? Minnesota Supreme Court Finds General Handbook Disclaimer Does Not Necessarily Disclaim PTO Obligations

Littler ASAP

February 8, 2021