Claire B. Deason
Shareholder

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Focus Areas
Audit Services
Wage and Hour
Energy

Overview
Claire B. Deason's practice focuses on litigation, compliance, and consulting on all aspects of wage and hour law under federal and state law.

In her wage and hour compliance and consulting work, Claire advises clients on all aspects of current wage and hour law and works closely with clients to develop incentive compensation programs, create practical and manageable remote work compliance, navigate remote employee expense reimbursement, revise payroll practices and calculation methods, review position classifications, and coordinate messaging and training to communicate changes to the workforce. Claire works closely with her clients to develop wage and hour compliance strategies that are practical, creative, and can integrate into the real-world operations and goals of an organization.

Claire is a thought leader and partner to her clients on all aspects of the post-pandemic shift to remote work and compliance challenges related to remote worker relocation (the “Wandering Worker”). Throughout the COVID-19 pandemic, Claire has guided clients in wage and hour compliance with respect to compensable time, expense reimbursement, new developments in state law related to paid time off, changes to employee wages and duties, and incentive compensation planning and strategies. Claire advises on the unique wage and hour challenges of incentives for COVID-19 vaccination, as well.
Claire B. Deason

Claire’s presentations, including 2023’s *Finding Your Voice Between a Red Rock and a Hard Blue Place,* and 2022’s *Finding Beauty in Change: The Metamorphosis of Work* (now available for purchase), have been featured at Littler’s signature Executive Employer Conference.

In her wage and hour litigation practice, Claire develops creative, cutting-edge strategies for early resolution and dismissal of collective actions and has efficiently resolved collective actions for clients in the hospitality, service, and oil and gas industries. Claire has significant experience with all stages of wage and hour litigation, including:

- Early and representative discovery
- Conditional certification
- Decertification
- Individual and collective settlements
- Trial

Claire is a member of Littler’s Wage and Hour Practice Group Core Team, Audit Services Practice Group Core Team, and leads Littler’s Wandering Worker team.

In addition to her wage and hour practice, Claire represents clients in traditional discrimination suits and agency charges under both federal and state laws. She advises clients on all aspects of day-to-day personnel matters, including leave and disability issues, employee discipline, and termination.

In her *pro bono* practice, Claire has successfully obtained asylum, Permanent Resident status, and humanitarian parole for clients in individual immigration matters before U.S. Citizen and Immigration Services and U.S. Department of State.

**Education**

J.D., University of Minnesota, 2009, *magna cum laude*
B.A., Macalester College, 2006, *cum laude*

**Bar Admissions**

Texas
Minnesota
District of Columbia

**Courts**

U.S. District Court, Northern District of Texas
U.S. District Court, Eastern District of Texas
U.S. District Court, Western District of Texas
U.S. District Court, Southern District of Texas
U.S. District Court, District of Minnesota
Publications & Press

4-Day Workweek Shows Promise Despite Compliance Issues
*Law360 Employment Authority*
October 10, 2023

Can you provide any guidance on keeping our employees and making sure they are simultaneously engaged?
*Littler 2 the Point Video*
February 15, 2023

4 W&H Questions As We Enter Pandemic’s 4th Year
*Law360 Employment Authority*
January 20, 2023

Leading Through The Labor Bubble
*Chief Executive Magazine*
October 31, 2022

Can’t We All Just Get Back To Normal Now?
*Chief Executive Magazine*
October 4, 2022

In person or remote? Best practices for navigating tension of hybrid work model
*Compliance Week*
September 13, 2022

Record number of Americans have two jobs to cope
*China Daily Global*
August 19, 2022

Managers have been living in a pressure cooker. Many have had it.
*CNN*
June 28, 2022

3 Questions Employers Need To Ask About 4-Day Workweeks
*Law360 Employment Authority*
June 9, 2022

3 Paid Leave Tips For New COVID-19 Booster Eligibility
*Law360 Employment Authority*
November 19, 2021
Federal OSHA Issues Long-Awaited “Vaccine or Test” Emergency Regulations  
_Littler Insight_  
November 4, 2021

Say Goodbye to the Toddler Stars of the Pandemic Office Zoom  
_Bloomberg_  
October 1, 2021

Who Pays for Vaccine Mandates?  
_Law360 Employment Authority_  
August 26, 2021

Circuit Courts Endorse Limiting Jurisdiction in FLSA Collective Actions  
_Littler ASAP_  
August 23, 2021

These People Who Work From Home Have a Secret: They Have Two Jobs  
_The Wall Street Journal_  
August 13, 2021

Dear Littler: What are the Wage and Hour Issues with our Wandering Workers?  
_Dear Littler_  
April 29, 2021

Why ‘wandering’ employees are creating legal headaches for HR  
_Human Resource Executive_  
April 9, 2021

Inaugural Report of Littler’s Global Workplace Transformation Initiative  
_Littler Report_  
March 30, 2021

Dear Littler: How do we Determine Where Remote Employees “Work” for WARN Act Purposes?  
_Dear Littler_  
January 19, 2021

4 Tips To Help Employers Track Pandemic Telework  
_Law360_  
September 11, 2020
WPI Labor Day Report 2020
Littler WPI Report
September 8, 2020

The Changing Workplace, Part 2: Creating New Workplace Safety Policies
Workday
June 24, 2020

Workday
June 23, 2020

The Next Normal: A Littler Insight on Returning to Work – Recalling Furloughed Employees and the Rehire Process
Littler Insight
April 28, 2020

Coronavirus (COVID-19) Employer FAQs
Littler Insight
March 24, 2020

Thinking It Through: Wage and Hour Implications of Employer Responses to the Coronavirus
Littler Insight
March 10, 2020

Littler Elevates 28 Attorneys
Littler Press Release
January 2, 2019

NY Federal Court Significantly Limits Scope of Equal Pay Case
Littler Insight
December 11, 2018

Straightening Out the Labor Law Inclusion of Light-Duty Truck Drivers
MH&L News
May 25, 2018

Fifth Circuit Weighs in on Motor Carrier Act Overtime Exemption and Small Vehicle Exception
Littler ASAP
May 17, 2018
11th Circuit: Putative Opt-in Plaintiffs are Parties to Litigation – Even After Conditional Certification is Denied
*Littler Insight*
April 26, 2018

Unexpected Consequences: the Constitutional Implications of Federal Prison Policy for Offenders Considering Abortion
*93 Minn. L. Rev. 1377*
2009

**Speaking Engagements**

**2023 Midwest Regional Employer Conference**
Minneapolis, MN
November 9, 2023

**Show Me the Money! Incentivizing the Workforce of the Future**
October 24, 2023

**2023 Midwest Regional Employer Conference**
Minneapolis, MN
November 3, 2022

**2022 Houston Regional Employer Conference**
Houston, TX
October 6, 2022

**Finding Beauty in Change: The Metamorphosis of Work**
Littler Executive Employer Conference
May 6, 2022

**Legal and Practical Considerations for Hiring and Retention During COVID-19**
Minnesota CLE
December 1, 2021

**Are We There Yet? Weathering the Workforce Drama of 2021 with Creative Employment Solutions**
ACC Minnesota
November 16, 2021

**Employment Law Issues in a Remote Work Environment**
Department of Energy Contractor Attorneys’ Association Annual Conference
October 21, 2021
2021 Upper Midwest Virtual Regional Employer Conference
Minneapolis, MN
October 20, 2021

That's Not a Thing Here: Federal and Minnesota Overtime Exemptions
Minnesota SHRM State Conference, Prior Lake, MN
October 12, 2021

Clearing the Way to Compliance: Hindsight Is So 2020
October 7, 2021

COVID-19 in the Workplace: Recent Developments and Compliance Challenges - Session 18
September 10, 2021

The U.S. Labor Shortage: Employer Responses, Employment Law Challenges
July 29, 2021

The Remote Work Transformation: Embracing Opportunities and Managing Challenges
National Association of College and University Attorneys Annual Conference
June 25, 2021

Not All Who Wander Are Lost: Managing Employee Relocation in the Era of Remote Work
March 11, 2021

How To Implement a Legally Compliant Workplace COVID-19 Testing Program While Waiting for the Vaccine To Arrive
February 16, 2021

There’s No Place Like Home: Remote Work and The Future of Work
2021 TCSHRM Legal Summit
February 4, 2021

The COVID-19 Vaccine – Legal and Practical Implications
January 20, 2021

Managing a Remote Workforce
Minnesota CLE
January 14, 2021

The COVID-19 Vaccine – Legal and Practical Implications
January 13, 2021
Home Suite Home: The Remote Workforce and Business Expense Reimbursement
December 8, 2020

The Present – and Future – of Working Remotely
November 12, 2020

The COVID-19 Testing Conundrum: What Employers Need to Know to Develop an Effective and Lawful Testing Program
October 7, 2020

Sticky Situations: Handling Sensitive Employment Challenges in a Pandemic
September 18, 2020

Emerging Technologies and AI Impacts on Wage and Hour Compliance
August 7, 2020

COVID-19 in the Workplace: Recent Developments and Compliance Challenges
July 1, 2020

Restructuring Your Workforce: Furloughs, Reductions in Force and Compensation Changes in Response to COVID-19
Littler Executive Employer Conference
May 8, 2020

Restructuring Your Workforce: Furloughs, Reductions in Force and Compensation Changes in Response to COVID-19
Littler Executive Employer Conference
May 8, 2020

COVID-19 in the Workplace: Recent Developments and Compliance Challenges
Littler Webinar
May 1, 2020

Getting Back to Work in Minnesota - Lawfully
May 1, 2020

Managing Minefields – Navigating Employment Laws and Management Challenges
TCSHRM February Legal Summit
February 13, 2020

Agency Perspectives: Understanding & Complying With the New Minnesota and Minneapolis Wage Theft Acts
2019 Midwest Employer
October 3, 2019
Take Action Now: Top-priority Compliance Advice to Respond to the Rapidly Changing Legal Environment
2019 Midwest Employer
October 3, 2019

Get Ready! Minnesota's Wage Theft Law is Effective July 1
Littler 2019 Executive Employer
July 2, 2019

Hold onto Your Hat: 2019 Wage and Hour Update
2019 National Employer Conference
May 9, 2019

The Pay Equity Wave Rolls On: What You Need to Know to Stay Afloat
Midwest Employer Conference
November 8, 2018

Advanced Wage and Hour Topics
SHRM Senior Special Interest Group Meeting, Minneapolis MN
October 23, 2018

Independent Contractors, Temporary Employees, and Interns… Oh My! Navigating Nonemployees in an Employee Friendly Legal Landscape
TCSHRM Webinar
September 19, 2018

Investigating Workplace Sexual Harassment Claims
Twin Cities SHRM Legal Summit
February 15, 2018

Policy Update
Midwest Employer Conference
October 2017

Wage and Hour Update
Midwest Employer Conference
October 2015

2015 Houston Employer Conference
Houston, TX
August 13, 2015