



Jacqueline E. Kalk

Shareholder

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Focus Areas

Wage and Hour
Staffing, Independent Contractors and Contingent Workers
Class Actions
Discrimination and Harassment
Unfair Competition and Trade Secrets
Energy
Home Health and Home Care

Overview

Jacqueline E. Kalk represents and counsels management clients in a wide variety of industries, including manufacturing, construction, crowd sourcing and virtual companies. Jacqueline's practice encompasses a broad range of employment law matters, with a particular focus on independent contractor classification and wage and hour litigation and analysis. She litigates individual, class and collective claims of all types, appearing in state and federal courts and before administrative agencies on matters such as:

- Independent contractor classification
- Wage and hour
- Equal pay
- Equal employment matters

Jacqueline's expertise extends to counseling management on how to properly classify workers, avoid litigation and develop necessary policies and practices. She also has implemented training classes for employers in a wide variety of venues targeted at understanding the litigation process and avoiding litigation.

Additionally, Jacqueline has published articles on employment law issues, such as the Family and Medical Leave Act, and speaks on a national basis to human resource professionals regarding employment law and wage and hour issues. She is a faculty presenter for the Institute of Applied Management and Law (www.iaml.com).

Education

J.D., Syracuse University College of Law, 1993, *magna cum laude*

B.A., University of North Dakota, 1990, *summa cum laude*

Bar Admissions

Minnesota

Georgia

Illinois

North Dakota

Courts

U.S. Court of Appeals, 4th Circuit

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 7th Circuit

U.S. Court of Appeals, 8th Circuit

U.S. Court of Appeals, 11th Circuit

U.S. District Court, District of Minnesota

U.S. District Court, Central District of Georgia

U.S. District Court, Northern District of Georgia

U.S. District Court, Northern District of Illinois

U.S. District Court, District of North Dakota

U.S. District Court, Western District of Michigan

U.S. District Court, Western District of Wisconsin

Publications & Press

A Growing Trend: Treating Wage Theft as a Criminal Offense

Law360 Employment Authority

September 23, 2021

Circuit Courts Endorse Limiting Jurisdiction in FLSA Collective Actions

Littler ASAP

August 23, 2021

St. Paul, Minnesota Limits the Amounts Food Delivery Platforms Can Charge During the Pandemic

Littler ASAP

January 19, 2021

Minneapolis Increases Protections for Freelance Workers

Littler Insight

January 6, 2021

FLSA Collective Action Limited by Lack of Personal Jurisdiction

Littler ASAP

February 12, 2020

AB 5: The Great California Employment Experiment—A Littler Workplace Policy Institute Report

Littler WPI Report

August 8, 2019

The Growing Gig Economy Brings New Worries for In-House Counsel

Corporate Counsel

November 1, 2018

Grubhub Notches Victory for Gig Economy in Big Classification Win in California Federal Court

Littler ASAP

February 14, 2018

How Current Workforce Policies May Affect Your Usage of Contingent Workers

Business2Community

January 8, 2018

Worker Classification in the Gig Economy: Navigating the Shifting Legal Seas

Bloomberg BNA

December 14, 2017

Littler Mendelson Expands SE Presence, Adds Top Atlanta Attorneys

Littler Press Release

February 8, 2005

Speaking Engagements

Top-10 Predictions for the Future of Nontraditional Work Relationships

Littler Executive Employer Conference

May 6, 2022

2021 Upper Midwest Virtual Regional Employer Conference

Minneapolis, MN
October 20, 2021

Interpreting Employment and Labor Law During a Global Pandemic: COVID-19

The Food Industry Association Webinar
October 5, 2021

Women's Leadership Initiative Luncheon: Great Leadership Through Great Negotiations

Minneapolis, MN
February 27, 2020

Don't Get Wrecked by the Reckoning: How to Respond to Harassment in the Age of #MeToo

Minneapolis, MN
April 19, 2018

2014 Littler Report – Top Issues Facing Employers Today

Littler Mendelson, Atlanta, GA
October 9, 2014

Managing Multi-State Differences and Doing Business in Multiple States

Littler Mendelson, Atlanta, GA
October 9, 2014

The 2014 Atlanta Employer Conference

Atlanta, GA
October 9, 2014

Legal Implications Of Social Media In The Workplace: Tough Issues From The Trenches

Littler Mendelson, Minneapolis, MN
October 11, 2012

2012 Midwest Employer Conference

Minneapolis, MN
October 11, 2012

Independent Contractors: Heightened Concern In An Era Of Expanded Enforcement

Littler Mendelson, Minneapolis, MN
October 11, 2012

Certificate in Employee Relations Law: Employment Discrimination and Special Employee Issues

Institute of Applied Management and Law

November 9-11, 2011

Certificate in Employee Relations Law: Employment Discrimination and Special Employee Issues

Institute of Applied Management and Law

October 5-6, 2011

Certificate in Employee Relations Law: Employment Discrimination and Special Employee Issues

Institute of Applied Management and Law

July 20-22, 2011

Crowdsourcing Symposium

Google Campus discussing Legal Trends and Issues Facing Crowdsourcing Companies

May 19, 2011