



## Jacqueline E. Kalk

Shareholder

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## Focus Areas

Wage and Hour  
Staffing, Independent Contractors and Contingent Workers  
Class Action  
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](http://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

Georgia

Illinois

Minnesota

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, Central District of Georgia

U.S. District Court, Northern District of Georgia

U.S. District Court, Northern District of Illinois

U.S. District Court, Western District of Michigan

U.S. District Court, District of Minnesota

U.S. District Court, District of North Dakota

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**

*Little ASAP*

August 23, 2021

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

*Little ASAP*

January 19, 2021

**Minneapolis Increases Protections for Freelance Workers**

*Little Insight*

January 6, 2021

**FLSA Collective Action Limited by Lack of Personal Jurisdiction**

*Little ASAP*

February 12, 2020

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

*Little 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**

*Little 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

**Little Mendelson Expands SE Presence, Adds Top Atlanta Attorneys**

*Little Press Release*

February 8, 2005

**Speaking Engagements**

**2022 Midwest Regional Employer Conference**

Minneapolis, MN

November 3, 2022

**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

**The 2014 Atlanta Employer Conference**

Atlanta, GA

October 9, 2014

**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

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

Littler Mendelson, Minneapolis, MN

October 11, 2012

**Independent Contractors: Heightened Concern In An Era Of Expanded Enforcement**

Littler Mendelson, Minneapolis, MN

October 11, 2012

**2012 Midwest Employer Conference**

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