



## Karen M. Charlson

Shareholder

1300 IDS Center  
80 South Eighth Street  
Minneapolis, MN 55402  
main: (612) 630-1000  
direct: (612) 313-7630  
fax: (612) 630-9626  
kcharlson@littler.com



---

### Focus Areas

Workers' Compensation  
Workplace Safety and Health (OSHA & MSHA)  
Hiring, Performance Management and Termination  
Whistleblowing and Retaliation  
Discrimination and Harassment

### Overview

Karen Charlson's practice focuses on litigation with specialization in the areas of:

- Workers' compensation defense
- Wrongful discharge and retaliation defense
- Occupational Safety and Health Administration (OSHA) compliance and litigation

Karen's workers' compensation defense work is primarily with self-insured and high-deductible employers, defending against claims in an administrative setting and retaliation claims in district court; however, she regularly counsels employers on non-litigated workers' compensation issues including workplace safety, risk management, return-to-work programs and the interplay of workers' compensation with the Americans with Disabilities Act and Family and Medical Leave Act.

She also assists clients with Occupational Safety and Health Administration compliance issues, challenging citations and defending against formal Occupational Safety and Health (OSH) actions. She has represented clients in workers' compensation and OSH matters in the following industries: healthcare, non-profit social services, retail, public sector, construction, manufacturing, paper and trucking.

Karen has experience in jury trials, bench trials, administrative hearings, and has appeared before the Minnesota Workers' Compensation Court of Appeals, the National Labor Relations Board, Department of Labor and Industry and Occupational Safety & Health Review Board. She also presents and trains employers, insurers/administrators and other lawyers on topics within her expertise.

## Professional and Community Affiliations

- Member, Hennepin County Bar Association
- Member, Minnesota State Bar Association
- Member, Minnesota Women Lawyers (MWL)
- Board Member and Volunteer, Mid-Minnesota Legal Aid
- Volunteer, NYFS

## Recognition

- Named, The Best Lawyers in America®, 2018-2022
- Named, Rising Star, *Minnesota Law and Politics*, 2002, 2004 and 2007-2009

## Education

J.D., University of Minnesota Law School, 1997, *cum laude*

B.A., University of North Carolina, Chapel Hill, 1991

## Bar Admissions

Minnesota

Wisconsin

## Courts

U.S. District Court, District of Minnesota

Tribal Court of the Shakopee Mdewakanton Sioux (Dakota) Community

## Publications & Press

### **Best Lawyers in America® 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

### **OSHA Publishes Updated COVID-19 Guidance in Light of Rising Delta Variant Cases**

*Littler Insight*

August 17, 2021

**Cal/OSHA Standards Board Passes Revised Emergency Standard Regulation for COVID-19**

*Littler ASAP*

June 17, 2021

**CDC Issues New Quarantine Period Guidance**

*Littler ASAP*

December 3, 2020

**CDC Modifies Guidance for Critical Infrastructure Employers**

*Littler ASAP*

November 19, 2020

**CDC Finds That Cloth Face Masks Provide Personal Protection**

*Littler ASAP*

November 11, 2020

**Best Lawyers in America® 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

**The Next Normal: A Littler Interview with Dr. John Howard, Director of the National Institute for Occupational Safety and Health**

*Littler Insight*

May 12, 2020

**The Next Normal: A Littler Insight on Returning to Work – Safety and Health**

*Littler Insight*

April 22, 2020

**Minnesota Update: The Latest COVID-19 Developments Impacting Minnesota Employers**

*Littler Insight*

April 22, 2020

**CDC Updates Guidance for Critical Infrastructure Workers Exposed to COVID-19**

*Littler ASAP*

April 9, 2020

**Coronavirus (COVID-19) Guidance for Business Preparedness**

*Littler Insight*

March 4, 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

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

*Littler Press Release*

August 15, 2018

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

*Littler Press Release*

August 17, 2017

**Karen M. Charlson Joins Littler's Minneapolis Office Marking the Firm's Continued Lateral Growth**

*Littler Press Release*

October 8, 2012

**OSHA Planning More Nursing Home Inspections Soon**

*Minnesota Employment Law Report*

January 2, 2012

**Bah, Humbug! Are Holiday Injuries Covered By Work Comp?**

*Minnesota Employment Law Report*

December 7, 2011

**Landed Aliens Deserve Work Comp Protection**

*Business Report, Issue No. 15*

Fall 2003

## **Speaking Engagements**

**2021 Upper Midwest Virtual Regional Employer Conference**

Minneapolis, MN

October 20, 2021

**The COVID-19 Testing Conundrum: What Employers Need to Know to Develop an Effective and Lawful Testing Program**

October 7, 2020

**Getting MN Back to Work - Maintaining a Safe Place to Work and Visit**

June 17, 2020

**Getting Back to Work in Minnesota - Lawfully**

May 1, 2020

**The Coronavirus: How Employers Can Manage the Outbreak**

February 4, 2020

**Work Comp, FMLA and ADA: The Bermuda Triangle - Working Within The Vortex**

Twin Cities SHRM Chapter (TCSHRM) Webinar

June 20, 2018

**Minneapolis Healthcare Industry: A Roundtable Discussion**

Minneapolis, MN

October 10, 2017

**2012 Midwest Employer Conference**

Minneapolis, MN

October 11, 2012

**Managing Mental Health Issues: The Impact Of The ADAAA , W.C. And FMLA**

Littler Mendelson, Minneapolis, MN

October 11, 2012

**Who Am I: Consultant, Independent Contractor or Employee? Clearing up blurred identities under the Work Comp vision**

Firm Presentation

2012

**Is the Age 67 Retirement Presumption Still the General Rule? Are we all presumed to be working forever?**

Firm Presentation

2012

**The New Work Comp Legislation & A Dash of OSHA: The Fate of Last Year's Proposed Changes, This Year's Proposed Changes and "Hot" OSHA Issues**

Firm Presentation

2011

**New Work Comp Rules & Proposed Legislation: Some things never change, but the work comp rules have**

Firm Presentation

2010

**The New ADA Amendments and New FMLA Regs: Case Studies to Illustrate the Practical implications for WC Practice**

Workers' Compensation Institute

2009

**Eleven Questions Every Employment Attorney Has About Workers' Comp – Beyond the Basics**

Upper Midwest Employment Law Institute - Minnesota CLE

2009

**Minnesota Legislative Update – Proposed Changes to Work Comp Laws 2008**

Firm Presentation

2008

**Top 10 Ways Employers Inadvertently Increase Workers' Compensation Costs**

Firm Presentation

2008

**Investigation, Documentation and Technology: Does the Mantra “Document, Document, Document” Need to be Modified?**

Firm Presentation

2007

**We've Received a Report of an Injury at Work...What Should We Do?**

Firm Presentation

2007

**General Employment Law Issues for Business Majors**

Bethel College, St. Paul, MN

2007