

Kate Mrkonich Wilson

Shareholder

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Focus Areas

Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Hiring, Performance Management and Termination
Investigations
Litigation and Trials
Inclusion, Equity and Diversity
Workplace Training

Overview

Kate Mrkonich Wilson has successfully litigated employment discrimination, contract, and tort cases before juries and judges in both federal and state courts across the country. She also has substantial experience with matters referred to alternative dispute resolution. Practicing before federal and state courts and administrative agencies, including the Equal Employment Opportunity Commission and its state counterparts, Kate has specific experience providing litigation defense of claims arising under:

- Title VII of the Civil Rights Act
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Family and Medical Leave Act

She also routinely counsels clients on:

- Reorganizations
- Leaves of absence
- Training
- Best practices

- Investigations
- Compliance
- All other aspects of personnel management

Additionally, Kate contributes to employment law publications and frequently conducts training programs and seminars for all levels of management in various industries. Topics have encompassed:

- Harassment in the workplace
- Properly conducting workplace harassment investigations
- Minimizing legal risks in the workplace
- Managing compliance with ADA, FMLA and other leaves and accommodations
- Managing problem employees
- The proper handling of reductions-in-force

Kate's clients span numerous industries. Kate is currently serving as a member of Littler's Board of Directors and as a member of the Women's Leadership Initiative Steering Committee. She was one of the founding shareholders of Littler's Chicago and Minneapolis offices, and formerly served as the office managing shareholder in Minneapolis.

Professional and Community Affiliations

- Member, Labor and Employment Law Section, American Bar Association
- Member, Board of Directors, Minnesota Boychoir

Recognition

- Named, The Best Lawyers in America®, 2013, 2015-2024
- Named, Best Lawyers in Minnesota, *Minnesota Monthly Magazine*, 2017
- Named, Top Women Attorneys in Minnesota, *Minneapolis/St. Paul Magazine*, 2016
- Named, Super Lawyer for Employment Litigation, Minnesota, *Super Lawyers*, 2010-2021
- Ranked, Labor & Employment, *Chambers USA*, 2024
- Named, America's Leading Lawyers for Business, *Chambers USA*, 2012-2014

Education

J.D., University of Michigan Law School, 1989

B.A., University of Notre Dame, 1986, *With High Honors*

Bar Admissions

Minnesota

Illinois

Courts

U.S. Supreme Court

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, 9th Circuit

Publications & Press

Littler Ranked in 2024 Chambers USA Guide

Littler Press Release

June 6, 2024

Amid DEI backlash, employers say they're 'doubling down' on commitment

Human Resource Executive

January 11, 2024

C-Suite Executives Committed to Inclusion, Equity and Diversity Despite Backlash and Legal Challenges, Littler Survey Finds

Littler Press Release

January 10, 2024

Littler's Inclusion, Equity and Diversity C-Suite Survey Report

Littler Report

January 10, 2024

Political backlash, lawsuits fail to deter US firms from diversity goals

International Employment Lawyer

January 10, 2024

Many Companies Doubling Down on DEI Despite Backlash

Corporate Counsel

January 10, 2024

Our office holiday gathering is coming soon and we need some pointers for heading off potentially icy conversations. Do you have any?

Littler 2 the Point Video

December 13, 2022

Littler Elects Four New Members to 2022 Board of Directors

Littler Press Release

January 31, 2022

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

Littler Elects Seven New Members to 2021 Board of Directors

Littler Press Release

January 21, 2021

Can an employer require two calls from an employee to request FMLA leave?

Littler 2 the Point Video

October 27, 2020

Littler Appoints New Practice and Industry Group Chairs

Littler Press Release

October 14, 2020

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Littler Appoints New Chair and Elects Four New Members to 2020 Board of Directors

Littler Press Release

January 28, 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

Workers' Comp Doesn't Preclude Discrimination Claim

Minnesota Lawyer

April 10, 2019

Minnesota Supreme Court Reverses Course: Employees May Assert Claims Both for Workers' Compensation Benefits and for Disability Discrimination

Littler ASAP

March 18, 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

Rainmaker Q&A: Littler Mendelson's Kate Mrkonich Wilson

Law360

September 6, 2016

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Littler Press Release

August 16, 2016

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Littler Press Release

August 18, 2015

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition

Littler Press Release

August 18, 2014

Littler and Its Attorneys Ranked In 2014 Chambers USA Guide

Littler Press Release

May 23, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Littler Press Release

August 15, 2013

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition

Littler Press Release

September 7, 2012

Workplace harassment: Avoid a 'North Country' situation

Central Valley Business Times

November 8, 2005

Speaking Engagements

Engage and Retain Your Most Valued Talent

Littler Executive Employer Conference, Phoenix, AZ
May 10, 2024

Employment Law Update

Littler Executive Employer Conference, Phoenix, AZ
May 9, 2024

Retail and Hospitality Roundtable

Littler Executive Employer Conference, Phoenix, AZ
May 8, 2024

New Year, New Us! Resolutions for You and Your Organization

January 25, 2024

2023 Midwest Regional Employer Conference

Minneapolis, MN
November 9, 2023

Employment Law Update

Littler Executive Employer Conference, Phoenix, AZ
May 11, 2023

Retail Roundtable

Littler Executive Employer Conference, Phoenix, AZ
May 10, 2023

2022 Midwest Regional Employer Conference

Minneapolis, MN
November 3, 2022

Equity, Diversity, and Inclusion – Global Workplace Policy Development and Implementation: Traps and Challenges for the Unwary

Littler Executive Employer Conference
May 5, 2022

Retail Industry Roundtable

Littler Executive Employer Conference
May 4, 2022

2021 Upper Midwest Virtual Regional Employer Conference

Minneapolis, MN

October 20, 2021

Unleashing Accommodations in the Post-Pandemic Workplace

June 23, 2021

Virtual Human Resources – Managing the Remote Workforce

May 26, 2021

Employment Law Update 2021

The 2021 Executive Employer® Conference

May 12, 2021

Moving Diversity, Equity, and Inclusion Programs Forward

2021 TCSHRM Legal Summit

February 4, 2021

Disabilities Accommodations Bootcamp: Mastering the Interactive Process

Minneapolis, MN

August 22, 2019

Hot Topics in Employment Law

Twin Cities Society of Human Resources Management

February 14, 2019

ADA Update

Upper Midwest Employment Law Institute, St. Paul, MN

May 21, 2018

Retail Industry Roundtable

The 2018 Executive Employer® Conference, Phoenix, AZ

May 2, 2018

ADA Update

Upper Midwest Employment Law Institute, St. Paul, MN

May 22, 2017

Retail Industry Roundtable

The 2017 Executive Employer® Conference, Phoenix, AZ

May 12, 2017

2017 Employment Law Update

The 2017 Executive Employer® Conference, Phoenix, AZ
May 11, 2017

Answers to 20 of the Biggest Employment Law Questions Facing Employers in 2016

Southern Minnesota Area Human Resource Association Annual Employment Law Seminar
September 13, 2016

FMLA Update

Upper Midwest Employment Law Institute, St. Paul, MN
May 23, 2016

Retail Industry Roundtable

The 2016 Executive Employer® Conference, Scottsdale, AZ
May 6, 2016

2016 Employment Law Update

The 2016 Executive Employer® Conference, Scottsdale, AZ
May 5, 2016

Workplace Equity: Creating a Gender-Neutral Workplace

May 4, 2016

Retailers' Response to the Proposed Changes in the DOL Exemption Regulations

November 19, 2015

ADA Update

Upper Midwest Employment Law Institute, St. Paul, MN
May 18, 2015

2015 Employment Law Update

Littler, Phoenix, AZ
May 7, 2015

Federal Agency and Regulatory Update

Littler Midwest Employer Conference, Minneapolis, MN
November 6, 2014

Performance Expectations, Discipline, and the Disabled Employee: Overcoming Challenges

MNACCA In-House Counsel Conference, Minneapolis, MN
June 12, 2014

Family Responsibility Discrimination: Pregnancy, Caregiver, Marital Status, Sex Discrimination Theories... and More

Upper Midwest Employment Law Institute, St. Paul, MN

May 19, 2014

20 More Bothersome Employment Law Questions - From New Law to Tough Everyday Issues

Upper Midwest Employment Law Institute, St. Paul, MN

May 19, 2014

2014 Employment Law Update

Littler, Scottsdale, AZ

May 8, 2014

Performance Expectations, Discipline and the Medically Challenged Employee

Littler Midwest Employer Conference, Minneapolis, MN

October 30, 2013

ADA Litigation Issues

Upper Midwest Employment Law Institute, St. Paul, MN

May 20, 2013

2013 Employment Law Update

Littler, Scottsdale, AZ

May 9, 2013

Fashioning Your Policies To Meet The Changing Look of Employment Law In 2013

January 31, 2013

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

Littler Mendelson, Minneapolis, MN

October 11, 2012

20 More Bothersome Employment Law Questions - From New Law to Tough Everyday Issues

Upper Midwest Employment Law Institute, St. Paul, MN

May 21, 2012

2012 Employment Law Update

Littler, Scottsdale, AZ

May 10, 2012

The Retail Industry Summit

Littler, Scottsdale, AZ

May 9, 2012

Pressing Issues Facing Retailers—In the U.S. and Abroad

New York, NY

February 13, 2012

Navigating Employee Leave and Accommodations Under the ADAAA and FMLA

Littler Midwest Employer Conference, Minneapolis, MN

October 4, 2011

20 More Bothersome Employment Law Questions - From New Law to Tough Everyday Issues

Upper Midwest Employment Law Institute, St. Paul, MN

May 2011

Managing Leaves of Absence

Minneapolis, MN

March 5, 2009

Kate Wilson and Stephanie Sarantopoulos to Present at Management Seminar hosted by Hospitality Minnesota

St. Paul, MN

April 19, 2007