

Kurt J. Erickson

Shareholder

1300 IDS Center
80 South Eighth Street
Minneapolis, MN 55402
main: (612) 630-1000
direct: (612) 313-7608
fax: (612) 630-9626
kerickson@littler.com



Focus Areas

Construction

Overview

Kurt J. Erickson has significant experience in representing public and private employers in labor and employment matters. He appears regularly before state and federal courts, the Equal Employment Opportunity Commission and the Minnesota Department of Human Rights, as well as proceedings before other state administrative tribunals. Kurt routinely defends clients in litigation matters, including class action litigation, involving discrimination and harassment, accommodation issues, whistleblowing and retaliation, breach of contract, unfair labor practices, and trade secret and non-compete issues. In addition, he provides advice and counsel to clients on these matters and other employment law issues such as drafting of employee handbooks, policies and procedures and the hiring, performance management and termination of employees.

Prior to joining Littler, Kurt was a partner at a large national employment law firm and also worked as in-house corporate counsel for a major airline, where he managed nationwide employment litigation and provided counsel on a wide range of employment related matters. He also served as special assistant and assistant attorney general with the Minnesota Attorney General's Office, where he handled a variety of disputes involving race, gender and disability discrimination.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Federal Bar Association
- Member, Labor and Employment Law Section, Minnesota State Bar Association
- Member, Hennepin County Bar Association
- Member, Minnesota Defense Lawyers Association and Defense Research Institute

- Private Volunteer Attorney, Pro Bono Program, Southern Minnesota Regional Legal Services
- Board Member, Board of Directors for the TwinWest Chamber of Commerce

Recognition

- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*
- Certified, Labor and Employment Specialist, *Minnesota State Bar Association*
- Awarded, Minnesota Northstar Award for Providing Pro Bono Legal Services

Education

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

B.A., University of Minnesota, *summa cum laude*

Bar Admissions

Minnesota

Courts

U.S. Court of Appeals, 8th Circuit

U.S. District Court, District of Minnesota

U.S. District Court, District of North Dakota

U.S. District Court, Western District of North Carolina

U.S. District Court, District of Arizona

Publications & Press

Many Changes Made to Minnesota's Employment Laws

SHRM

August 2, 2024

Minnesota Law on Misclassifying Employees Singles Out Construction Industry

Today's General Counsel

June 27, 2024

More Changes to Minnesota's Employment Laws are Imminent

Littler Insight

June 7, 2024

Minnesota Employers Face Possible Liability for Using Independent Contractors

SHRM Online

June 5, 2024

Effective July 1, Minnesota Employers Face Increased Scrutiny and Possible Liability for Using Independent Contractors Versus Employees

Littler ASAP

May 29, 2024

How Employers Can Prepare For Minn. Noncompete Ban

Law360 Employment Authority

June 21, 2023

Minnesota Is Poised to Enact a Law Banning Virtually All Non-Compete Agreements

Littler Insight

May 15, 2023

Minnesota Prohibits Discrimination Based on Hairstyles

SHRM Online

February 15, 2023

Minnesota Enacts the CROWN Act Prohibiting Discrimination Based on Natural Hair

Littler ASAP

February 9, 2023

Minnesota Expected to Pass CROWN Act Prohibiting Discrimination Based on Natural Hair

Littler ASAP

January 17, 2023

McDonnell Douglas Lives Another Day: A Win for Employers at the Minnesota Supreme Court

Littler ASAP

April 14, 2022

Analyzing and Responding to the Minnesota Attorney General's Investigations into Employer Pay Practices

Littler ASAP

January 7, 2022

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

Littler Insight

April 22, 2020

Minnesota Employment Law Update on the Novel Coronavirus (COVID-19)

Littler Insight

March 20, 2020

Minnesota Legislature Proposes Sweeping Change to Sexual Harassment Law

Littler Insight

April 27, 2018

Littler Expands Minneapolis Office with the Addition of Kurt J. Erickson

Littler Press Release

December 13, 2016

Speaking Engagements

2023 Midwest Regional Employer Conference

Minneapolis, MN

November 9, 2023

2022 Midwest Regional Employer Conference

Minneapolis, MN

November 3, 2022

2021 Upper Midwest Virtual Regional Employer Conference

Minneapolis, MN

October 20, 2021

COVID-19 and Unemployment Compensation in Minnesota

TwinWest Chamber of Commerce

March 31, 2020

Effective Ways to Protect Your Organization Against FMLA Abuse

Seminar for Your Employer Association, the MRA

March 12, 2020

COVID-19: Construction Industry Update on the COVID-19 Public Health Crisis From a Labor Perspective

Associated General Contractors

March 18, 2020

Issues and Insights Legislative Breakfast Series

TwinWest Chamber of Commerce

March 13, 2020

TAKE ACTION NOW: Top-priority Compliance Advice to Respond to the Rapidly Changing Legal Environment

Midwest Employer Conference

October 3, 2019

MRA: HR Roundtable, Work Comp, FMLA, and ADA

Seminar for Your Employer Association, the MRA

March 14, 2019

Minnesota Legislative Update: The Times, They Are a Changin'

Midwest Employer Conference

November 8, 2018

Litigation - Religious Accommodations, Beliefs, and Practices

Brainerd Lakes Area Human Resources Association

October 11, 2018

Restrictive Covenants and Proprietary Information: g Pitfalls and Managing Risk

Client Seminar

August 22, 2018

Changes to Sexual Harassment Law in Minnesota? The Answers, My Friends, Are Blowing in the Wind

June 20, 2018

Critical Employment Law Updates for Business Owners

Seminar for Your Employer Association, the MRA

March 16, 2018

When Crime Doesn't Get You Pay: What Criminals and Employment Lawyers Need to Know

Minnesota State Bar Association Seminar

March 14, 2018

Disabilities, Accommodations, and Leaves... Oh My! Addressing Complex FMLA and ADAAA Issues

Midwest Employer Conference

October 26, 2017

Minnesota Employment Law Update

Hennepin County Bar Association, Labor and Employment Section

April 2016

At the Intersection of Criminal and Employment Law: Recent Developments on Criminal Expungement, Background Checks and the Fair Credit Reporting Act

Hennepin County Bar Association, Labor and Employment Section
September 2015

Minnesota Employment Law Update

Hennepin County Bar Association, Labor and Employment Section
January 2015

Minnesota Employment Law Update

Hennepin County Bar Association, Labor and Employment Section
January 2015

Minnesota Employment Law Update

2014 State Conference – Minnesota SHRM
October 2014

Discussion of the Sexual Harassment Case of Rasmussen v. Two Harbors Fish Company

Hennepin County Bar Association, Labor and Employment Section
April 2014

Update on Retaliation Claims, Minnesota Workers' Compensation

Lorman Seminars
February 2014

When Crime Doesn't Get You Pay: Criminal Law Basics for Employment Attorneys and Employment Law Basics for Criminal Attorneys

Hennepin County Bar Association, Labor and Employment Section
January 2014

The Undiscovered Country: New, Cutting Edge Retaliation Claims in Minnesota, and How to Avoid Them

Hennepin County Bar Association, Labor and Employment Section
March 2013