

## Shirley Lerner

Senior Counsel

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## Focus Areas

Litigation and Trials  
Leaves of Absence and Disability Accommodation  
Wage and Hour  
Unfair Competition and Trade Secrets  
Discrimination and Harassment  
Contractors, Staffing and Contingent Workers

## Overview

For over three decades, Shirley Lerner has represented employers in a wide variety of employment claims in state and federal courts and before administrative agencies. She has successfully defended her clients against claims of wrongful termination, unfair competition, discrimination, harassment, contractor misclassification and wage and hour violations. Shirley represents a diverse range of companies – from local sole proprietorships to large multinational corporations. She has developed an in-depth knowledge of the legal and employment challenges facing manufacturing, financial services, professional services, staffing, nonprofit and sales organizations.

Shirley's clients rely on her to understand their business needs and provide sound advice to manage risk and ensure legal compliance, with a focus in the following areas:

- Hiring, performance management, and terminations, including reductions-in-force
- Responding to harassment and discrimination, including training and investigation
- Employment and executive agreements, including noncompetition and confidential information protections
- Formulating and implementing policies and compensation plans
- Leaves of absence issues - including paid sick and safe leave
- Compliance with accommodation laws, including disability and religious accommodation

- Classification of workers, including independent contractors, and exempt and nonexempt employees

In addition, Shirley has played a key role in bringing the firm's Women's Leadership Initiative to Minneapolis. Shirley is also a frequent speaker on a variety of labor and employment law topics at continuing education and management events.

## Professional and Community Affiliations

- Member, Minnesota State Bar Association
- Member, Hennepin County Bar Association
- Member, American Bar Association

## Recognition

- Awarded, AV Preeminent® Peer Review Rating, *Martindale-Hubbell*

## Education

J.D., University of Minnesota Law School, 1983

B.A., University of Minnesota, 1980, *magna cum laude*, *Phi Beta Kappa*

## Bar Admissions

Minnesota

Illinois

## Courts

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 8th Circuit

U.S. District Court, District of Minnesota

U.S. District Court, Western District of Michigan

U.S. District Court, Northern District of Illinois

## Publications & Press

### **Littler Appoints Susan Fitzke as Minneapolis Office Managing Shareholder**

*Littler Press Release*

October 9, 2019

### **Minnesota Wage Theft Law Update**

*Littler ASAP*

August 2, 2019

**The Battle over the Minneapolis Sick and Safe Time Ordinance Continues: Court Holds the Law Applies to Employers Outside City Limits**

*Little Insight*

May 6, 2019

**Little Adds Megan Brennan in Minneapolis**

*Little Press Release*

April 1, 2019

**Triplets? Duluth Joins Twin Cities in Enacting Paid Sick and Safe Time Law**

*Little Insight*

June 7, 2018

**Little Names Three New Office Managing Shareholders**

*Little Press Release*

January 10, 2018

**The Biggest Astronomical Event of a Generation Will Hit Offices Everywhere on Monday**

*The Washington Post*

August 17, 2017

**Solar Eclipse Creates Employee Safety Risks**

*Business Insurance*

August 16, 2017

**Hey, Where'd Everybody Go? Employers Beware—Solar Eclipse Mania Sweeps the Nation**

*Little Insight*

July 31, 2017

**Must We Allow Unlimited Breaks for Mothers to Express Breast Milk?**

*Business Management Daily*

July 28, 2017

**How Far Do We Have to Go to Accommodate Employee's Migraine Headaches?**

*Business Management Daily*

November 17, 2016

**Minnesota Women's Economic Security Act Becomes Law**

*Little Insight*

May 16, 2014

## Speaking Engagements

### **Work From Home – What Happens When WFH Becomes Long-Term or Even Permanent?**

July 16, 2020

### **Littler Women's Leadership Initiative Luncheon**

Minneapolis, MN

March 6, 2019

### **Littler Women's Leadership Initiative Luncheon**

Minneapolis, MN

January 30, 2019

### **Accommodating a Multireligious and Multicultural Workforce**

Littler Executive Employer, Phoenix, AZ

May 3, 2018

### **Employment Law Update: Local, State & Federal**

Twin Cities Society Human Resources

February 15, 2018

### **Minneapolis Women's Leadership Initiative Luncheon: Can Mentoring Help Crack the Glass Ceiling?**

Minneapolis, MN

January 24, 2018

### **Pay Equity and Sick Leave: Cities and States Venture Where Congress Fears to Tread**

Littler Midwest Regional Employer, Minneapolis, MN

October 26, 2017

### **Advocating for Yourself and Others: What Roles Does Gender Play?**

Littler Minneapolis Women's Leadership Initiative Series

April 26, 2017

### **Managing the 21st Century Sales Force**

Minneapolis, MN

February 16, 2017

### **Gender & Generations: A Focus on the Millennial Workforce**

Littler Minneapolis Women's Leadership Initiative Series

November 16, 2016

**Let Them Down Easy: The Art of Reductions in Force**

Midwest Regional Employer, Minneapolis, MN

October 4, 2016

**Women and the Law**

Littler Minneapolis Women's Leadership Initiative Series

April 27, 2016

**Gender Equity in the C-Suite: The Myths & Realities of the Leadership Gender Gap**

Littler Minneapolis Women's Leadership Initiative Series

November 19, 2015

**Minnesota Women's Economic Security Act**

Littler Minneapolis Women's Leadership Initiative Series

April 22, 2015

**Minnesota Update: Expanding Rights Bring New Challenges**

Littler Midwest Regional Employer, Minneapolis, MN

November 6, 2014

**The Hiring Games: What You Need to Know to Keep the Odds in Your Favor**

Midwest Regional Employer, Minneapolis, MN

October 30, 2013

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

Littler Mendelson, Minneapolis, MN

October 11, 2012

**Two-Part FMLA CLE Series: Managing Intermittent FMLA Leave and Post-FMLA Accommodation**

Minneapolis, MN

June 7, 2012