

Alice D. Kirkland

Shareholder

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Overview

Alice D. Kirkland advocates for employers in traditional labor law and employment discrimination matters before state and federal courts, labor arbitrators, and government agencies, including the National Labor Relations Board, the Equal Employment Opportunity Commission, the Minnesota Department of Labor, and the Minnesota Department of Human Rights.

Alice counsels employers on a wide variety of workplace issues, including those related to: labor-management relations, disciplinary decision-making, employment policies and handbooks, and union organizing efforts. She also has experience conducting independent investigations for clients.

Alice works with clients in a broad range of industries, including: manufacturing, transportation, hospitality, retail, education, arts, financial services, healthcare, and the public sector. During law school, Alice was an outside articles editor for the *Law and Inequality: A Journal of Theory and Practice*.

Professional and Community Affiliations

- Member, Board of Directors, Minnesota Independence College and Community
- Member, Minnesota State Bar Association

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2023-2025

Education

J.D., University of Minnesota Law School, 2014, *magna cum laude*
B.A., Wesleyan University, 2010

Bar Admissions

Minnesota

Courts

U.S. District Court, District of Minnesota

Publications & Press

Denying the Existence of a Bargaining Impasse Doesn't Make it True, at Least Not in the D.C. Circuit

Littler ASAP

June 20, 2025

Many Changes Made to Minnesota's Employment Laws

SHRM

August 2, 2024

More Changes to Minnesota's Employment Laws are Imminent

Littler ASAP

June 7, 2024

Littler Elevates 26 Attorneys to Shareholder to Kick Off the New Year

Press Release

January 2, 2024

NLRB Expands Section 7 Protections to Include Advocacy for Non-Employees and Beyond

Littler ASAP

September 8, 2023

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

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April 22, 2020

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

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March 20, 2020

Employers Gain Flexibility to Regulate Nonemployee Access to Property under the NLRA

Littler ASAP

September 17, 2019

Events & Speaking Engagements

2024 Midwest Regional Employer Conference

Minneapolis, MN

November 14, 2024

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

January 25, 2024

2023 Midwest Regional Employer Conference

Minneapolis, MN

November 9, 2023

2022 Midwest Regional Employer Conference

Minneapolis, MN

November 3, 2022