

Emily A. McNee

Shareholder

1300 IDS Center
80 South Eighth Street
Minneapolis, MN 55402
main: +1 (612) 630-1000
direct: (612) 313-7644
fax: +1 (612) 630-9626
emcnee@littler.com



Practice Areas

Leave and Accommodation
Appellate

Overview

Emily A. McNee is a strategic advisor and litigator who routinely works with employers on a broad range of employment law issues arising under federal, state, and local law. She has specific experience with matters involving:

- Medical leaves and disability accommodation under the Americans with Disabilities Act, the Family and Medical Leave Act, and similar state leave laws
- Allegations of discrimination, harassment, and retaliation
- Claims of defamation and tortious interference
- Employment policies and handbooks

Emily has experience handling all stages of pretrial litigation, including discovery management, briefing and arguing dispositive motions, taking and defending depositions, and mediation and settlement negotiations.

Emily has also conducted training programs and seminars on topics such as preventing harassment in the workplace, and compliance with the ADA and the FMLA.

Prior to joining Littler, Emily was a judicial law clerk for the Hon. Louise Dovre Bjorkman at the Minnesota Court of Appeals.

Professional and Community Affiliations

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

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021-2025

Education

J.D., University of Minnesota Law School, 2013, *magna cum laude*

B.A., St. Olaf College, 2010, *magna cum laude*, *Phi Beta Kappa*

Bar Admissions

Minnesota

Iowa

Languages

French

Courts

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 8th Circuit

Minnesota Supreme Court

U.S. District Court, District of Minnesota

U.S. District Court, Eastern District of Wisconsin

U.S. District Court, Western District of Wisconsin

U.S. District Court, Northern District of Illinois

U.S. District Court, District of North Dakota

U.S. District Court, District of Colorado

U.S. District Court, Northern District of Iowa

U.S. District Court, Southern District of Iowa

Publications & Press

Appellate Practice Group Roundtable: Do's and Don'ts of Oral Argument

American Bar Association

January 18, 2024

Big Changes to Minnesota's Employment Laws Are Coming Soon

Littler ASAP

May 18, 2023

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

Littler ASAP

April 14, 2022

Littler Elevates 33 Attorneys to Shareholder

Press Release

January 6, 2022

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

Press Release

August 19, 2021

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

Press Release

August 20, 2020

The Mansfield Rule

Minnesota Women Lawyers

June 11, 2020

Federal Court Chooses Reliable Attendance and Rejects Suit Claiming ADA Requires Accommodation of Unpredictable and Unplanned Absences

Littler ASAP

March 31, 2020

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

Littler ASAP

March 20, 2020

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

Littler Names New Leadership to Its Affinity Groups and Diversity & Inclusion Council

Press Release

February 14, 2019

10 Tips for Developing an Appellate Practice as a Young Lawyer

American Bar Association

May 30, 2017

Supreme Court Upholds Consideration of Race in a College Admissions Program – What Does This Mean for Employer Diversity Efforts?

Littler ASAP

June 24, 2016

Minnesota Supreme Court Holds Six-Year Statute of Limitations Applies to Reporting Claims under the Minnesota Whistleblower Act

Littler ASAP

January 22, 2016

NLRB Narrows Employer Limitations on Workplace Communications

Business Management Daily

February 3, 2015

Pregnancy Discrimination in Higher Education: Accommodating Student Pregnancy

20 Cardozo J.L. & Gender 63

2013

Note, Disrupting the Pickering Balance: First Amendment Protections for Teachers in the Digital Age

97 Minn. L. Rev. 1818

2013

Events & Speaking Engagements

Minnesota's New Paid Family Medical Leave Law

Minneapolis, MN

March 20, 2025

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

After the Ball Drops: Employment Law Updates and Hot Topics for the Year Ahead

Twin Cities Compensation Network, Minneapolis, MN

January 17, 2023

Mental Health Matters: Complying with the ADA, FMLA, and Minnesota Law in Challenging Times

CLE Webinar

November 28, 2022

2022 Midwest Regional Employer Conference

Minneapolis, MN

November 3, 2022

The New Normal of Virtual Litigation

Minnesota Association of Litigation Support Professionals Presentation

August 18, 2022

COVID-19 in the Workplace: Recent Developments and Compliance Challenges

TCSHRM Webinar

October 21, 2021

2021 Upper Midwest Virtual Regional Employer Conference

Minneapolis, MN

October 20, 2021

Supporting Mental Health in the Post-Pandemic Workplace

TCSHRM Webinar

July 29, 2021

Land of 10,000 Laws? – A Minnesota Legislative Update

TCSHRM Webinar

July 21, 2021

Navigating Difficult FMLA and ADA Issues in the Middle of a Pandemic

Minneapolis, MN

June 10, 2021

Moving Diversity, Equity, and Inclusion Programs Forward

2021 TCSHRM Legal Summit

February 4, 2021

Key Developments in Employment Law from 2020: Answers to 10 of the Biggest Employment Law Questions Facing Employers in 2020 & 2021 – Including Implications of COVID-19

TCSHRM Webinar

October 21, 2020

Employment Law for Human Resource Practice: Work-Life Conflicts and Other Diversity Issues

St. Mary's University

October 12, 2020

Answers to 10 of the Biggest Employment Law Questions Facing Startups and Emerging Companies

Twin Cities Startup Week

September 24, 2020

Is it Really Time to Return to Work? So Soon?

June 4, 2020

HR's Role in COVID-19: Part 1 - The Legal Side

TCSHRM Web Series

April 6, 2020

Issues and Insights Legislative Breakfast Series

TwinWest Chamber of Commerce

March 13, 2020

Answers to 10 of the Biggest Employment Law Questions Facing Startups and Emerging Companies

The Coven

August 28, 2019

Disabilities Accommodations Bootcamp: Mastering the Interactive Process

Minneapolis, MN

August 22, 2019

Sex, Drugs, & Doctor's Notes: Addressing Emerging Issues in Pay Equity, Drug Testing, and Handling Accommodations related to Prescription and Recreational Drug Use During the Hiring Process

TCSHRM Legal Summit

February 14, 2019

EEOC Charges from A to Z

Twin Cities SHRM Chapter (TCSHRM) Webinar

October 18, 2017