



Grant Goerke

Associate

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Practice Areas

Wage and Hour
Class Action
Drugs and Alcohol
Litigation and Trials

Overview

Grant Goerke helps businesses of all sizes proactively adapt to legal changes and defend claims in class, collective, and single-plaintiff lawsuits. As a member of Littler's national Wage and Hour Practice Group, Grant has defended employers in several collective actions that challenge industry-wide practices and individual lawsuits involving payments to and classifications of specific workers.

Grant concentrates in Minnesota employment issues that continue to progress and require fresh perspectives. He focuses in the state's wage and hour laws, including the unique aspects of Minnesota's Fair Labor Standards Act, Payment of Wages Act, and wage theft laws.

Grant is also a go-to defense attorney for issues related to Minnesota's Drug and Alcohol Testing in the Workplace Act, including the recreational cannabis laws passed in 2023 and the preceding hemp-derived THC and medical cannabis laws. He has presented to a variety of client, industry and legal groups regarding the impact of these laws in Minnesota and beyond.

Before joining Littler, Grant was an insurance defense lawyer at a law firm in Minneapolis, where he also worked on employment issues, including employer responses to Minnesota's medical cannabis law. Grant previously clerked at the Minnesota Court of Appeals for the Hon. Judges Michelle A. Larkin, Jill Flaskamp Hallbrooks, Kevin G. Ross, and Carol Hooten. During law school, he was a member of the *William Mitchell Law Review*.

Grant has also worked as a pro bono attorney with the Immigrant Law Center of Minnesota and grassroots democracy organizations.

Professional and Community Affiliations

- Member, Minnesota State Bar Association

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2022-2025
- Named, Rising Star, *Super Lawyers*, 2023
- Named, North Star Lawyer, *MSBA*, 2018

Education

J.D., William Mitchell College of Law, 2013

B.A., University of St. Thomas, 2010

Bar Admissions

Minnesota

Courts

U.S. Court of Appeals, 8th Circuit

U.S. District Court, District of Minnesota

U.S. District Court, Northern District of Illinois

U.S. District Court, Southern District of Iowa

U.S. District Court, Eastern District of Michigan

U.S. District Court, Northern District of Mississippi

U.S. District Court, Southern District of Mississippi

U.S. District Court, District of Nebraska

U.S. District Court, District of North Dakota

Publications & Press

Employer Zero-Tolerance Marijuana Policy Justified Termination, Federal District Court Agrees

Westlaw Today

September 24, 2024

Employer Zero-Tolerance Marijuana Policy Justified Termination, Federal District Court Agrees

Littler ASAP

September 19, 2024

State Laws Complicate Salary Requirements for Exempt Employees

Littler ASAP

August 12, 2024

Chapters 9 (Child Labor Limitations) and 15 (Migrant and Seasonal Agricultural Worker Protection Act)

Littler Wage and Hour Answer Book

2024

More Post-Accident Drug Tests Coming Back Positive for Marijuana

SHRM Online

May 25, 2023

As Minnesota Nears Broad Marijuana Legalization, Employers Should Anticipate Testing, Policy Changes

Littler ASAP

May 16, 2023

Legal questions persist as THC products spread in Minnesota

Minnesota Lawyer

November 3, 2022

Minnesota THC Legalization Puts Workplace Drug Testing in Limbo

Bloomberg Law

September 23, 2022

Minnesota Legalizes THC Products, Germinates New Drug-Free Workplace Issues

Littler ASAP

August 19, 2022

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

Littler ASAP

January 7, 2022

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

Press Release

August 19, 2021

Iowa Supreme Court Clarifies Requirements for Employee Drug Testing

Littler ASAP

July 15, 2021

Dear Littler: What employment issues should we keep in mind when hiring seasonal minor employees?

Dear Littler

June 3, 2021

Alabama Legalizes Medical Marijuana While Allowing Employers Discretion as to Participating Workers

Littler ASAP

May 26, 2021

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

Littler ASAP

March 20, 2020

Events & Speaking Engagements

2024 Midwest Regional Employer Conference

Minneapolis, MN

November 14, 2024

Pot Dish - What Employers Need to Know About Minnesota's New Cannabis Bill

June 14, 2023

Risks and Strategies for Employers as Minnesota Expands Marijuana Access

Twin Cities Society for Human Resource Management – 2023 Legal Summit, Minneapolis, MN

February 2023

THC Legalization and the Impacts on the Workplace

Southwest Human Resource Association, Marshall, MN

January 2023

2022 Midwest Regional Employer Conference

Minneapolis, MN

November 3, 2022

Marijuana and the Minnesota Workplace

Minnesota Bar Association

October 31, 2022

2021 Upper Midwest Virtual Regional Employer Conference

Minneapolis, MN

October 20, 2021

Marijuana and the Workplace

Minneapolis, MN

December 5, 2019

Tough Terminations in Five Steps: A Panel Discussion

Nonprofit Insurance Trust Employment Practices Seminar, Eagan, MN

September 2018

Crime & Management: Handling Employees' Criminal Charges Before and After Hiring

Nonprofit Insurance Trust Employment Practices Seminar, Eagan, MN

June 2017