



## 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