



## Nathan T. Boone

Associate

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## Practice Areas

ERISA and Benefit Plan Litigation  
Discrimination and Harassment  
Unfair Competition and Trade Secrets

## Overview

Nathan T. Boone has handled a broad spectrum of disputes involving employers and employee benefit plans. His employment practice includes litigating discrimination claims, employment contracts, and restrictive covenants. Nate's employee benefits practice includes litigating benefit claim denials, breach of fiduciary duty allegations, subrogation claims, and multi-party ERISA litigation involving federal and state laws. He has represented employers, insurance companies, and health and retirement plans in both state and federal court. Nate has also advised plan fiduciaries on plan design, compliance, and administration, and employers on compliance with local paid leave laws.

Nate's experience includes:

- Obtaining multiple dismissals, affirmed by the Eighth Circuit, of claims by employees for religious discrimination and harassment related to workplace COVID-19 policies
- Defeating a motion for a temporary restraining order and temporary injunction by a medical device company brought against a sales professional and their new employer
- Obtaining a preliminary injunction on behalf of a former employer against prior employees that prevented their employment with a direct competitor, and required the new employer to pay litigation costs
- Obtaining a temporary restraining order on behalf of an industrial client against a former employee and their new employer preventing them from competing in the client's critical product categories
- Advising employers on compliance with Minnesota's new Earned Sick and Safe Time law
- Preparing employee handbooks on behalf of local and national businesses

- Negotiating a resolution of claims by a Taft-Hartley welfare plan against a manufacturing client where the plan alleged unpaid contributions
- Obtaining summary judgment on behalf of a group of Taft-Hartley benefit plans seeking contributions due from a construction company
- Obtaining summary judgment on behalf of an insurance company defeating a claim for dismemberment benefits
- Resolving a claim for withdrawal liability on behalf of an employer in the senior care industry
- Resolving claims for ERISA-governed disability benefits brought by employees through efficient and effective advocacy and negotiation

Prior to joining the firm, Nate was an associate at another international law firm, where he practiced employment and benefits litigation and provided proactive advice in both areas. During law school, Nate was an articles editor for the *Brooklyn Law Review*.

## Professional and Community Affiliations

- Member, Minnesota State Bar Association
- Member, Federal Bar Association
- Member, Minnesota Lavender Bar Association

## Recognition

- Dean's List, *Brooklyn Law School*

## Education

J.D., Brooklyn Law School, 2016

B.M., University of South Dakota, 2012, *magna cum laude*

## Bar Admissions

Minnesota

Wisconsin

## Courts

U.S. Court of Appeals, 8th Circuit

U.S. District Court, District of Minnesota

U.S. District Court, District of North Dakota

## Events & Speaking Engagements

### 2024 Midwest Regional Employer Conference

Minneapolis, MN

November 14, 2024