

Kristin LeBre

COUNSEL

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With more than 25 years of law firm and in-house experience, Kristin is uniquely qualified to advise her clients on employment and labor law issues

Kristin advises clients in the area of employment and labor law compliance, prepares employment and severance agreements, conducts workplace investigations, and delivers preventative employment law training. She regularly provides employment advice to clients involved in mergers and acquisitions. Kristin regularly assists employers with drafting and enforcing non-competes. In addition, she advises clients on relationships with unions and union employees. She has represented clients with operations located throughout the United States.

Kristin started her career at a local law firm where she gained experience litigating and mediating employment matters (including class actions) in court, administrative forums and arbitration. She also provided employment law counsel and training to clients of all sizes.

Prior to joining Fredrikson, she also served as in-house employment and labor counsel for mid-size publicly traded and privately held companies. In these positions, she advised HR and leadership on many employment issues such as corporate restructurings and acquisitions, discipline and discharge, drafting and enforcing non-competes and other employment agreements, conducting investigations, managing leaves and accommodating disabled employees, conducting compliant background checks and effectively managing employee performance. She also managed both commercial and employment litigation.

REPRESENTATIVE EXPERIENCE

- Successfully resolved charge of disability discrimination with EEOC
- Assisted in enforcement of non-compete agreements with former employees thereby avoiding litigation
- Provided training to HR on conducting successful investigations
- Advised on CBA compliance, employee discipline, leave management, harassment and other matters in unionized environment.
- Negotiated collective bargaining agreements on behalf of a unionized employer
- Led litigation on regulatory matter that saved publicly traded multi-channel retailer over \$1 M.

- Successfully mediated large meal and rest break class action in the state of California for nationwide retailer.
- Developed and presented management training to address employee meal and rest break compliance.
- Successfully resolved EEOC ADA class action related to leave of absence policy for publicly traded retailer.



“I enjoy helping clients address employment law issues to help them achieve their business goals.”

SELECTED ARTICLES & PRESENTATIONS

- Co-Presenter, “Pulled from the Headlines: Practical Advice for Employers During the Pandemic and Beyond,” Fredrikson & Byron’s Annual Employment & Labor Law Seminar, October 29, 2020
- Co-Author, “Question of the Day: Minnesota Mandatory Face Covering Order,” *FredNEWS: Employment & Labor*, July 24, 2020
- Co-Author, “Question of the Day: Entering Phase III of Minnesota’s Stay Safe Plan,” *FredNEWS: Employment & Labor*, June 8, 2020
- Co-Author, “Question of the Day: Employee Health Screening Records,” *FredNEWS: Employment & Labor*, May 15, 2020
- Co-Presenter, “Your Return to Work Blueprint,” Fredrikson & Byron Employment & Labor Webinar, May 8, 2020
- Contributing Author, “COVID-19 Employment Question of the Day,” *FredNEWS: Employment & Labor*, Spring 2020
- Co-Presenter, “20 Important Things HR Professionals Should Know,” Fredrikson & Byron’s Employment and Labor Law Webinar Series, December 12, 2019
- Co-Presenter, “20 Important Things HR Professionals Should Know,” Fredrikson & Byron’s 35th Annual Employment & Labor Law Seminar, November 7, 2019
- Co-Presenter, “The Changing Workplace: How to Practically Address Accommodating Religion in the Workplace,” Fredrikson & Byron’s 34th Annual Employment & Labor Law Seminar, November 1, 2018

EDUCATION & ADMISSIONS

EDUCATION

- University of Iowa, J.D., *with distinction*
- University of Iowa, B.A., *with distinction*

BAR ADMISSIONS

- Minnesota
- Minnesota Federal District Court
- U.S. Court of Appeals, Eighth Circuit
- United States Supreme Court

PROFESSIONAL ACTIVITIES & HONORS

PROFESSIONAL ACTIVITIES

- Member, Minnesota State Bar Association, Employment Law Section, 2002-present
- Member, Minnesota Women Lawyers, 2017-present
- Former Member, American Corporate Counsel Association, Minnesota Chapter, 2006-2018
- Co-Chair, American Corporate Counsel Association, Education Committee, Minnesota Chapter, 2014-2015
- Elected Member, Minnesota State Bar Association, Labor and Employment Governing Council, 2004-2006

HONORS

- Minnesota State Bar Association, North Star Lawyer, 2019

PRACTICE AREAS

- Employment & Labor
- Non-Competes
- Employment & Labor Litigation
- Labor Management Relations
- Internal Investigations