



Brent D. Kettelkamp

Of Counsel | Minneapolis

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Brent's practice is devoted to representing both large and small businesses on a wide range of labor and employment law matters throughout the Midwest. He regularly defends employers in employment-related litigation, including claims of discrimination arising under Title VII, the Family and Medical Leave Act (FMLA), the American with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), and comparable state laws, as well as claims of retaliation arising under state and federal anti-discrimination and whistleblower statutes. Brent also regularly represents employers in labor arbitrations, the Occupational Safety and Health Act (OSHA) investigations and litigation, and before federal and state administrative agencies.

In addition to his litigation practice, Brent regularly provides proactive guidance and advice to employers regarding employment agreements, restrictive covenant agreements, handbook and policy compliance, employee discipline, hiring, termination, leaves of absence, accommodations, and other day-to-day management issues as they arise. He also advises employers on drug and alcohol testing compliance and related policy drafting. Finally, Brent conducts workplace investigations relating to a broad range of employment law issues, including workplace violence and harassment.

Outside of the office, Brent enjoys playing hockey and golf, and spending time with his wife and three sons.

EXPERIENCE

Employment and Labor Litigation

- Discrimination, reprisal, and whistleblower claims
- Equal Employment Opportunity Commission (EEOC), Minnesota Department of Human Rights (MDHR), and unfair labor practices (ULP) charge responses
- FMLA, ADA, the Fair Labor Standards Act (FLSA), and the Minnesota Human Rights Act (MHRA) claims

PRACTICE AREAS

Employment Law
Litigation
Multistate Advice and
Counseling
Traditional Labor Relations
Workplace Investigations
and Organizational
Assessments
Workplace Safety and
Health

INDUSTRY GROUPS

Financial Services
Healthcare

- Noncompete, nonsolicitation, and trade secret claims
- Drug testing compliance and litigation
- Wrongful discharge
- Employee misconduct complaints
- Commercial litigation
- Breach of contract
- Fraud/misrepresentation claims
- Construction disputes and related litigation
- Mortgage lender and servicing litigation
- Loan document enforcement
- Fraudulent transfers
- Business torts
- Insurance coverage counseling and litigation

EDUCATION

- J.D., *magna cum laude*, William Mitchell College of Law, 2012
- B.A., *magna cum laude*, Bethel University, 2009

ADMITTED TO PRACTICE

- Minnesota
- Wisconsin
- Iowa
- North Dakota
- U.S. District Court, District of Minnesota
- U.S. District Court, District of North Dakota
- U.S. Court of Appeals, Eighth Circuit

HONORS AND AWARDS

- *Best Lawyers* Ones to Watch - Litigation - Labor and Employment (2021, 2022, 2023)

PROFESSIONAL ACTIVITIES

- Minnesota State Bar Association
- Wisconsin State Bar Association

- Tubman Safety Project, pro bono attorney
- Adjunct Professor - Mitchell Hamline College of Law

SPEECHES

- North Star SHRM - "Drowning in Documentation? Staying Compliant and Current with Handbooks, Investigations, and Other Employment Documentation" - May 2022
- Minnesota SHRM - "Drowning in Documentation? Staying Compliant and Current with Handbooks, Investigations, and Other Employment Documentation" - Prior Lake - October 2021
- South Central SHRM Webinar - "Legislative Updates Related to COVID-19: Impacts on Your Business" - June 11, 2020
- Hiawatha Valley SHRM - "Drowning in Documentation: Staying Compliant and Current with Handbooks, Investigations, and Other Employment Documentation" - Red Wing - February 13, 2020
- South Central SHRM - "Legislative Update" - Owatonna - June 13, 2019

PUBLISHED WORKS

- June 3, 2022 - Ogletree Deakins Blog Post - "Updates to Minnesota's Frontline Worker Pay Law"
- May 6, 2022 - Ogletree Deakins Blog Post - "Minnesota Enacts Legislation Funding Unemployment Coffers, Authorizing Pay to Frontline Workers, and Requiring Notice"
- April 7, 2022 - Ogletree Deakins Blog Post - "Minnesota Legislative Update: Employment-Related Bills to Watch"
- January 15, 2022 - Ogletree Deakins Blog Post - "Minnesota OSHA Pumps the Breaks on Federal OSHA's COVID-19 Emergency Temporary Standard"
- January 6, 2022 - Ogletree Deakins Blog Post - "Minnesota OSHA Adopts Federal OSHA's COVID-19 Vaccination and Testing Emergency Temporary Standard"
- February 9, 2021 - Ogletree Deakins Blog Post - "COVID-19-Related Employment Litigation: How It Started . . . How It's Going"
- May 7, 2020 - Ogletree Deakins Blog Post - "Check the Vitals: Workforce Considerations for Physician Practice Groups in Addressing the Impact of COVID-19"
- June 19, 2019 - Ogletree Deakins Blog Post - "California Dreaming: Minnesota Legislature Enacts Sweeping Wage Theft Law"
- May 17, 2019 - Ogletree Deakins Blog Post - "Minnesota Legislative Update, Part III: Regular Session Winds Down With Many Bills Left in the Hopper"
- April 16, 2019 - Ogletree Deakins Blog Post - "Minnesota Supreme Court Expands and Contracts Human Rights Act Coverage in Two Decisions on Disability Discrimination"
- March 29, 2019 - Ogletree Deakins Blog Post - "Minnesota Legislative Update, Part II: Bills to Watch"