

## INTRODUCTION

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This Guide is designed to alert Minnesota employers to issues which commonly arise in the workplace. It should be used only as a guide and not as a definitive source to answer your legal questions. The scope of the remarks contained in this Guide are largely based upon the authors' own experiences dealing with employment law issues and are aimed primarily at private employers whose workplace practices are not subject to collective bargaining agreements. Employers who are subject to collective bargaining agreements will also be subject to most of the rules set forth in this Guide in addition to the applicable collective bargaining agreements.

Whenever an employer needs to make an employment decision, various factors will affect that decision. Every situation is different. Therefore, as emphasized throughout this Guide, consultation with legal counsel is strongly advised as you encounter situations in the workplace which you must address. We hope that this Guide will raise questions and familiarize you with frequently arising employment law issues so that you will know when to seek professional advice before a workplace decision becomes a problem. This is the eleventh edition of what is a periodically updated Guide to assist Minnesota employers.

Prior editions are superseded by this edition and are no longer deemed definitive. This edition is designed to reflect the law as it existed through the summer of 2011, although where possible, the authors have incorporated more recent changes in the law. Employment law is a rapidly changing area of the law, and what is true today may not have been true yesterday and may not be true tomorrow. Again, your own legal counsel should be consulted as you make your employment decisions. Lindquist & Vennum, P.L.L.P. and the Minnesota Department of Employment and Economic Development, Small Business Assistance office cannot and do not assume responsibility for employment decisions based upon the information provided in this Guide.