Stinson represents employers in virtually all areas of labor, employment, immigration and employee benefits law with deep experience representing clients across industries. Our nationally recognized and highly experienced team guides local, regional, national and international companies through all facets of their employment needs, including litigation, labor law services, avoidance counsel, employee training, personnel practice counseling and comprehensive employee benefits.

Our attorneys work in close partnership with clients to develop strategies consistent with their business goals and employment objectives. We are experienced in developing sensible employment policies, managing sensitive workplace investigations and guiding clients through emergency personnel situations when they arise.

EMPLOYEE BENEFITS

We help clients achieve legal compliance with their employee benefits and executive compensation plans in alignment with their cultural and strategic objectives. Our attorneys regularly work with businesses, governments and tax-exempt organizations of all sizes to design, implement and maintain employee benefit programs. We also counsel clients on retirement plans, health care and welfare benefits, transferring ownership to employees, profit sharing plans, fiduciary compliance, plan audits and corporate transactions and restructurings. Learn More.

EMPLOYMENT LITIGATION

Our attorneys help minimize risk and develop litigation strategies consistent with clients' business philosophy and the nature of the dispute. We represent a wide range of employers in employment litigation in federal and state courts as well as before administrative agencies. Our capabilities include employment discrimination and harassment claims, federal and state wage and hour claims, wrongful termination, retaliation and whistleblowing, and state law contract matters and tort claims. Learn More.

IMMIGRATION

We help businesses navigate the application procedures for immigrant and nonimmigrant visas, appeals and litigation, and provide proactive training and audits to maintain compliance with I-9 requirements. Our immigration attorneys represent Fortune 500 companies, medium and smaller-sized corporations,

research institutions, academic institutions, hospitals, medical clinics, private medical practices and individual physicians, law firms, engineering firms and individuals. Learn More.

INVESTIGATIONS & COMPLIANCE

We guide employers through workplace investigations and compliance issues that threaten to impede business operations. Our team helps employers develop forward-thinking employment policies, manage sensitive workplace investigations, handle emergency personnel situations, investigate claims of impropriety or unethical behavior, and represent our clients in government investigations. We have the experience, discretion and judgment needed to thoroughly investigate allegations while ensuring that all participants feel respected and heard during the investigative process. Learn More.

LABOR RELATIONS

Stinson's nationally ranked labor law attorneys—some of the region's most experienced—are the trusted choice for employers seeking to reach their business goals, negotiate union contracts with significant wage, benefit and work rule concessions without a work stoppage, create or maintain desired employee relations; negotiate asset purchase agreements addressing successor employer responsibilities and multiemployer pension fund withdrawal liability, and comply with applicable labor and employment laws. Learn More.

OSHA & WORKPLACE SAFETY

Whether proactively establishing procedures to improve worker safety or responding to allegations of workplace safety violations, employers of all sizes turn to Stinson's attorneys for experienced counsel. We have decades of experience advising on Occupational Safety and Health Administration (OSHA) compliance, preparing ahead of OSHA inspections, contesting OSHA citations, handling special circumstances that arise in fatality cases, defending employers against OSHA retaliation and whistleblowing complaints, and representing employers in civil litigation.

CAPABILITIES

- Advise employers on specific measures to comply with OSHA standards and recordkeeping requirements.
- Counsel employers regarding procedures to adopt in anticipation and preparation for a potential OSHA inspection.
- Advise employers prior to OSHA or Mine Safety and Health Act (MSHA) inspections, and managing communications with OSHA and MSHA during and following an inspection.
- Contest OSHA citations, including representing employers in OSHA settlement proceedings, OSHA administrative hearings and court challenges to OSHA citations and penalties.



- Handle the special circumstances that arise in fatality cases, including employee counseling, media relations, fatality inspections, workers' compensation and insurance issues, and government recommendations that the matter should proceed as a criminal prosecution.
- Represent employers in civil litigation and subpoena actions.
- Counsel employers in labor relations matters that involve workplace safety issues.
- Defend employers against OSHA retaliation and "whistleblowing" complaints.

Our attorneys also assist employers in promoting a safe workplace through drafting and implementing safety programs, policies and manuals, and by recommending safety consultants for proactive safety training.

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Thomas R. Dowling



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Alisa Nickel Ehrlich

Nicole L. Faulkner Audrey A. Fenske Carrie M. Francis Shelby Horne Nanette Turner Kalcik Molly Walsh Keppler Patricia A. Konopka Kelly Maxwell Philip C. McKnight Grant E. Mulkey Erin M. Naeger Sharon W. Ng Reiley E. Pankratz R. Benjamin (Ben) Parker April P. Petrosino Richard W. Pins Greta Bauer Reyes Lisa M. Rippey Kevin Robinowitz Brad A. Sandler Joseph E. Santucci, Jr. Bernadette C. Sargeant Stephanie N. Scheck Stephanie K. Schmid



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RELATED CAPABILITIES

Employee Benefits

Employee Benefits Litigation

Employment Investigations & Compliance

Employment Litigation

Immigration

Labor Relations

NEWS

Konopka, Thomas Provide Guidance for Navigating Complaints from Trans Employees, Fostering Inclusive Workplaces in Law360

05.06.2024

Sharon Ng Selected as Recipient of Jurimetrics Distinguished Alumni Award 04.15.2024

Super Lawyers' 2024 Southwest Lists Features Four Stinson Attorneys 04.08.2024



Stephanie Scheck Shares Career Journey, Offers Guidance and Insight in Women's History Month Q&A with *The Legal Intelligencer*

03.11.2024

Wichita Business Journal Highlights Nanette Turner Kalcik's Move to Stinson 03.06.2024

Stinson Immigration Attorneys Provide Guidance for Navigating USCIS H-1B Lottery Changes in Law360 03.06.2024

Stinson Adds Experienced Litigator and Trial Attorney to Wichita Office 02.22.2024

Sargeant Discusses Workplace Investigations on Employment Law Podcast 01.26.2024

Wichita Business Journal Highlights Scheck's Elevation to Office Managing Partner 01.25.2024

Stinson Names Scheck as Wichita Office Managing Partner 01.19.2024

Buethe Featured in *Minnesota Lawyer's* Breaking the Ice Series 01.12.2024

Brad Sandler Named to Inaugural Immigration Law POWER List 01.10.2024

Buethe Details New Labor Landscape, Provides Workplace Relations Guidance in *Minnesota Lawyer* Article 12.07.2023

Stinson Welcomes its Fall Associates Class of 2023 11.29.2023

Super Lawyers Recognizes 29 from Stinson on Missouri and Kansas Top Lists 11.14.2023

Murdock Discusses Firm Growth, Future Plans with *Kansas City Business Journal* 11.06.2023

Best Lawyers® Recognizes Stinson in "Best Law Firms" Report 11.02.2023



*Law*360 Highlights Expansion of DC Office, Overall Firm Growth 10.23.2023

Naima Starks' Next Chapter with Stinson Highlighted by Law360 09.27.2023

Sports Law and Employment Investigations Attorney Joins Stinson in DC 09.20.2023

Best Lawyers in America Recognizes 32 Stinson Attorneys as "Ones to Watch" 08.17.2023

Bernadette Sargeant Evaluates Need for Outside Counsel in Workplace Investigations in *HR Daily Advisor* 08.17.2023

Stinson's Arnone, Edwards Selected to 40 & Under List 08.03.2023

Pat Konopka Makes Debut on Employment Law POWER List 07.12.2023

Labor Relations, Employment Litigation Attorney Nicole Faulkner Returns to Stinson 06.28.2023

Chambers USA 2023 Legal Guide Recognizes Stinson Attorneys and Practice Groups 06.05.2023

Konopka Talks Noncompete Ban, Employer Preparation in *Kansas City Business Journal* Article 06.02.2023

COVID-19 Emergency Declarations Are Now Void: Stinson's Schmid Addresses Group Health Plan Changes

Four Phoenix Attorneys Recognized as 2023 Southwest *Super Lawyers* 04.07.2023

Schroeder Details How the FTC Ban on Non-Competes Impact Trade Secret Protection in IPWatchdog Column

02.17.2023

05.11.2023

Dillon, Keppler Discuss Wage Transparency Laws in *Bloomberg* Column 02.16.2023



Stinson's Labor Relations Attorneys Provide Advice to Nonunion Employers in *Law36*0 Article 01.18.2023

Eleven Attorneys Elected to Partnership at Stinson in 2023 01.05.2023

Reyes Discusses Employment Policies and Cannabis with *The Business Journals* 11.23.2022

Super Lawyers© Recognizes 26 Stinson Attorneys in Missouri and Kansas 11.14.2022

Maricopa County Bar Association Inducts Williams into Hall of Fame 11.11.2022

Stinson Welcomes 17 Associates to the Firm 11.09.2022

U.S. News, Best Lawyers® Recognizes Stinson in "Best Law Firms" Report 11.03.2022

Partner Amy Conway Selected as *Minnesota Lawyer* D&I Award Honoree 08.24.2022

Best Lawyers in America© Recognizes 29 Stinson Attorneys as "Ones to Watch" 08.18.2022

Best Lawyers in America© Names Nine Stinson Attorneys as "Lawyer of the Year" 08.18.2022

Donesky, Kruse Share Advice for Handling Employment Claims in *SHALE* Magazine 08.16.2022

Stinson Attorneys Named to *Benchmark Litigation's* 2022 40 & Under Hot List 08.08.2022

Dowling Provides Comments About Health Plan Coverage Post-*Dobbs* to *Kansas City Business Journal* 07.29.2022

Barrientos, Rose Discuss OSHA Regulations and Legal Considerations for Employers in *Colorado Lawyer* Article 07.06.2022



Tracey Holmes Donesky Featured by *Attorney at Law* Magazine 06.15.2022

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Tom Dowling Selected as a 2022 *BTI* Client Service All-Star 03.01.2022

Pat Konopka Talks to the *Kansas City Business Journal* About Federal #MeToo Bill 02.24.2022

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Brittany Barrientos Discusses Supreme Court's OSHA Ruling in *The Business Journals* Article 01.18.2022

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Brittany Barrientos Talks New OSHA Vaccine Mandate in *Kansas City Business Journal* 11.11.2021

Lonnie Williams, Jr. Recognized with Lifetime Achievement Award by Arizona Black Bar Association 11.08.2021

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Amy Conway Interviewed by Federal News Network on the Uncertainty Facing Government Contractors Following President's Vaccine Mandate

09.22.2021

Ben Woodard Quoted in *The Business Journals* on Biden's Employer Mandate 09.13.2021



Grant Mulkey Joins Stinson's Labor, Employment & Benefits Practice in Washington, DC 08.31.2021

Ten Stinson Attorneys Named 2022 Lawyers of the Year by *Best Lawyers in America* 08.19.2021

Stinson Attorneys Named to *Benchmark Litigation's* 2021 40 & Under Hot List 07.28.2021

Sharon Ng Recognized in Lawyer of the Year Category for *Chambers* D&I Awards 06.21.2021

Chambers USA Recognizes Stinson Attorneys and Practice Groups Nationwide 05.25.2021

Stinson Attorneys Named to 2020 Kansas & Missouri *Super Lawyers* and Rising Stars 11.16.2020

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Best Lawyers Recognizes 21 Stinson Attorneys as "Ones to Watch" 08.20.2020

112 Stinson Attorneys Selected to the 2021 *Best Lawyers in America* List 08.20.2020

Nineteen Stinson Attorneys Named 2021 Lawyers of the Year by *Best Lawyers in America* 08.18.2020

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Pat Konopka Selected as 2020 D&I Award Winner by *Missouri Lawyers Weekly* 07.14.2020

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Renowned Labor and Employment Attorney Joins Stinson in Washington, DC 04.21.2020



Stinson Establishes Coronavirus Task Force to Support Clients 03.12.2020

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Developments in Employment Law: Impacts on Diversity, Equity & Inclusion in the Workplace 04.09.2024

New Challenges for HR in 2024- Phoenix 02.20.2024

New Challenges for HR in 2024- Minneapolis 02.13.2024

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Politics and Pandemics – Consequences for Employers and Employees 12.09.2020

Can't Touch This: Managing Return to Work Complications and Concerns Webinar 05.14.2020

Managing Employee Mental Health Issues Webinar 04.21.2020

Help! What Can I Do if the Coronavirus Prevents Me From Fulfilling My Contracts? - Force Majeure and the Coronavirus Webinar (Recording Available)
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DOL's Final Rule Increases Minimum Salary Threshold for FLSA Exemption, Overtime Requirements 04.25.2024

FTC Bans Worker Non-Competes

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Annual Limits on Qualified Plans for 2024

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IRS Announces Delay of Implementation of SECURE 2.0 Act's Roth Catch-Up Contribution Provision for Two Years

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NLRB Increases Scrutiny of Workplace Rules

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New Form I-9 Compliance Updates

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Update: HF100, the Legalization of Adult-Use Cannabis in Minnesota

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Supreme Court Clarifies Standard for Religious Accommodations 06.29.2023

New Protections for Pregnant and Nursing Employees 06.01.2023

Minnesota Non-Compete Ban Signed into Law and Effective July 1, 2023 05.30.2023

Preparing for the End of the COVID-19 Emergency Declarations: Part II Considerations for COVID-19 Vaccine Coverage

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OFCCP Contractor Portal Open Until June 29, 2023 04.03.2023

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OSHA - What Happened in 2022 and What to Expect in 2023 01.09.2023

Employer Non-Compete Agreements Face Possible Ban by FTC 01.06.2023

Congress Revamps Retirement Planning with Secure 2.0 01.04.2023



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Pay Transparency is Trending

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Are Captive-Audience Meetings and Secret-Ballot Elections About to Vanish? 05.05.2022

Senate Passes #MeToo Bill Allowing Employees to Bypass Arbitration 02.10.2022

Agencies Issue Additional Guidance Regarding Over-the-Counter COVID-19 Test Coverage 02.09.2022

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Judicial Holdings Throw Vaccine Mandate Implementation into Disarray 12.01,2021



New Kansas Law Creates Uncertainty and Risk for Employers Complying with Federal COVID-19 Vaccination Requirements

11.24.2021

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Annual Limits on Qualified Plans for 2022

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CMS Issues its COVID-19 Vaccine Rule for Health Care Employers

11.04.2021

OSHA Publishes Wide-Ranging Emergency Standard Formalizing Vaccination, Testing and/or Face Covering Requirements

11.04.2021

Mandatory COVID-19 Vaccination Rule for Government Contractors Continues to Develop 11.02.2021

Vaccination Requirements to Enter the U.S.

10.27.2021

Update on Vaccine Requirements and Roll Out of the Path out of Pandemic Plan 10.15.2021

New Missouri Law Provides Job-Protected Leave for Victims of Domestic and Sexual Violence 10.14.2021

City of Wichita Expands Discrimination Protections for Employees 10.13.2021

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Biden Administration Announces Heat-Related Hazard Inspection Initiative, Upcoming Rulemaking 09.20.2021

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COBRA Premium Assistance Expiration Notice Deadline Approaching 09.07.2021

USCIS Requires COVID-19 Vaccinations for Legal Permanent Residents 08.26.2021

DOL Issues FAQs on SECURE Act Lifetime Income Illustrations and Interim Final Rule 08.03.2021

California Supreme Court Expands "Regular Rate of Compensation" for Missed Breaks 07.21.2021

IRS Releases Revised Employee Plans Compliance Resolution System 07.20.2021

OSHA (Finally) Issues COVID-19 ETS Applicable to Healthcare Industry Along with Updated Guidance for All Workplaces
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Proceed with Caution: Local Orders Lifting Mask Mandates Are Not Blanket Permission Slips to Eliminate Safety Protocols in Workplaces

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House Passes Landmark, Pro-Union, Labor Reform: the PRO Act 03.25.2021

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Biden Administration Issues Wide-Ranging Executive Orders to Protect Workers 02.01.2021

OSHA Issues First New General Workplace Guidance since June 2020 02.01.2021

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New Coronavirus Relief Legislation Impacts Employers in Two Key Areas 12.28.2020

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Best Practices and Lessons Learned for Employers as Pandemic Continues into Fall 10.01.2020

New Executive Order May Require Contractors to Review Their Diversity and Inclusion Trainings 09.25.2020

Payroll Tax Holiday Guidance Leaves Employers Guessing 09.01.2020

NLRB Updates Framework for Analyzing Discipline Based on Offensive Conduct or Behavior 08.10.2020

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New Order from Arizona Governor and New OSHA Guidance Put Multi-State Employers in a Quandary with Reopening Plans

06.19.2020

New NLRB Election Rules Partially Invalidated

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U.S. Supreme Court Rules that Federal Law Forbidding Workplace Discrimination Protects LGBTQ+ Workers

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DOL Provides its View on Private Equity Investment Exposure in Defined Contribution Plans 06.09.2020

New Law Makes Major Changes to the Paycheck Protection Program 06.08.2020

Updated: As Agencies Issue Updated Coronavirus Guidance, Existing Policies Should Be Evaluated and Updated

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DoD Releases Draft Guidance on Implementation of Section 3610 Relief 05.20.2020

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DoD Issues Class Deviation and Guidance to Implement CARES Act Relief for DoD Contractors under Section 3610

04.14.2020

COVID-19 Relief for Middle Market Companies: The Federal Reserve's Main Street Lending Program under the CARES Act

04.14.2020

You Got Your PPP Loan, Now What?

04.13.2020

OSHA Considerations for Employers Deciding Whether to Require or Allow Use of Face Masks in the Workplace

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Federal Families First Coronavirus Response Act: Employer Leave Requirements 03.19.2020

Be Wary of Potential HIPAA Traps When Responding to Coronavirus Concerns 03.16.2020

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Colorado Employers Face a Bevy of New State Laws 03.12.2020

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Recommended Employer Response to Coronavirus Outbreak 02,28,2020

H-1B Registration Lottery Schedule Announced \$10 to Enter 02.10.2020

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