

Amy B. Conway

She/Her

PARTNER

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Office: Minneapolis



Amy is known for developing strong, trusting relationships while counseling clients through complex workplace issues.

Clients know they can turn to Amy for employment best practices and to manage risks inherent to navigating all facets of the employment relationship. Over the past few years, the COVID-19 pandemic, the increasing focus on racial justice issues, and the #MeToo movement have altered the way both employers and employees think about workplace relationships and expectations. Amy counsels clients on equal pay, discrimination, harassment and related employee relations issues. She regularly leads internal investigations for employers into harassment and discrimination complaints, and also manages internal audits of other employment practices, such as wage and hour issues.

Amy helps clients develop policies that promote good employee-employer relationships. She advises on employment strategies and decisions, including issues involving the Fair Labor Standards Act (FLSA), the Family and Medical Leave Act (FMLA), affirmative action programs (AAPs), Office of Federal Contract Compliance Programs (OFCCP) and related state audits, and federal and state anti-discrimination law such as Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), and the Minnesota Human Rights Act (MHRA). And when policies and practices are challenged, Amy represents employers and

PRACTICES & INDUSTRIES

Labor, Employment & Benefits
Employment Litigation
Employment Investigations & Compliance
Government Contracts & Investigations

ADMISSIONS

Minnesota
North Dakota
U.S. District Court for the District of Minnesota
U.S. Court of Appeals for the Eighth Circuit

EDUCATION

University of Minnesota Law School, J.D.,
magna cum laude, 2010

- Order of the Coif
- Labor and Employment Concentration
- *Minnesota Journal of Law, Science & Technology*, Lead Supervising Editor

Marquette University, Honors B.A.,
Journalism and Writing-Intensive English,
summa cum laude, 2007

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government contractors in audits and investigations by OFCCP, the Minnesota Department of Human Rights (MDHR) and the U.S. Equal Employment Opportunity Commission (EEOC).

- Alpha Sigma Nu
- *The Marquette Tribune*, Reporter/Editor/Columnist

A frequent speaker, Amy frequently presents to clients, industry groups, and other attorneys on a variety of topics, including OFCCP and MDHR audits, AAPs, harassment, discrimination, and wage and hour law.

EXPERIENCE

In today's highly charged climate, Amy's investigation services have been in high demand. She has led investigations into sensitive employee complaints for clients in industries such as health care, professional services, manufacturing, technology, non-profit, housing, automotive, brewing, and construction.

Amy has shepherded clients in various industries, including manufacturing, professional services, and banking, through successful affirmative action audits before the OFCCP and MDHR, and has litigated against OFCCP.

Amy obtained summary judgment for a technology client on a breach of contract case brought by a former employee in the U.S. District Court for the District of Minnesota, and won affirmance before the U.S. Court of Appeals for the Eighth Circuit.

Amy co-led a team navigating complex wage and hour issues in a class action lawsuit for an energy client, resulting in a favorable resolution that permitted the company to continue its preferred practices.

Amy and a team led a trial in Minnesota state court that resulted in complete dismissal of a former employee's breach of contract claims against a manufacturing client.

Amy regularly negotiates quiet and mutually beneficial exits with workers in high-risk employment situations, including with executive-level employees in industries such as health care and technology.

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Amy obtained summary judgment for a hospitality client on race and age discrimination claims brought by a terminated employee in federal court.

Amy obtained summary judgment for a retail client on ADA and FMLA claims from a terminated employee in federal court.

Amy is a Board member and volunteer attorney with the Children's Law Center, which provides free legal services to youth in foster care and other children navigating the legal and social services systems. She has also represented indigent clients in family law matters pro bono through the Deinard Legal Clinic consistently for more than 10 years.

RECOGNITIONS

Selected to the 2023, 2024 editions of *Best Lawyers in America*©

Selected as a "Diversity and Inclusion Award" honoree by *Minnesota Lawyer*, 2022

Selected as "Notable Partner in Law" by *Twin Cities Business*, 2022

Selected as "Up and Coming Attorney" by *Minnesota Lawyer*, 2018

Selected to the *Super Lawyers*© Minnesota Rising Stars list, 2014-2023

PROFESSIONAL & CIVIC ACTIVITIES

Children's Law Center, Board Member and Volunteer Attorney

Deinard Legal Clinic, Volunteer Attorney

American Bar Association

Minnesota State Bar Association

Minnesota Women Lawyers

NEWS

Stinson Attorneys Featured in Minnesota Law School Magazine Highlighting Impact of Pro Bono Work
04.26.2024

175 Stinson Attorneys Selected to the 2024 *Best Lawyers in America* List
08.17.2023

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Stinson Attorneys Selected for Inclusion on 2023 Minnesota *Super Lawyers* and Rising Stars Lists
07.17.2023

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

152 Stinson Attorneys Selected to the 2023 *Best Lawyers in America* List
08.18.2022

Stinson Attorneys Named to 2022 Minnesota *Super Lawyers* and Rising Stars
08.04.2022

Amy Conway Featured as Notable Partner in Law by *Twin Cities Business Journal*
06.17.2022

Amy Conway Interviewed by Federal News Network on the Uncertainty Facing Government Contractors Following President's Vaccine Mandate
09.22.2021

Stinson Attorneys Named to 2021 Minnesota *Super Lawyers* and Rising Stars
09.02.2021

Stinson Attorneys Named to 2020 Minnesota *Super Lawyers* and Rising Stars
07.20.2020

Stinson Establishes Coronavirus Task Force to Support Clients
03.12.2020

SPEAKING ENGAGEMENTS

"#MeToo: Can Lawyers Lead the Way on Prevention, Risk Management, and Inclusion?," University of Minnesota Law School, April 2019

"Ethics for Employment Lawyers," Minnesota CLE, February 2019

"MDHR Audits: What You Should Know and What You Should Do," Minnesota Affirmative Action Compliance Council (MAACC), November 2018

"#MeToo in the Workplace: Understanding, Addressing, and Preventing Sexual Harassment," Southern Minnesota Area Human Resource Association (SMAHRA), September 2018

"Affirmative Action Programs That Withstand OFCCP Scrutiny," Upper Midwest Employment Law Institute, May 2018

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"Wage & Hour Basics: 10 Things You Must Get Right," Upper Midwest Employment Law Institute, May 2017

"Employment Law Blitz!," Coleman Roundtable, November 2016

"Best Practices for Employers Amid Increasing Focus on Sex Discrimination," Minnesota CLE, October 2016

"Pregnancy Discrimination Act Claims After Young v. UPS," Minnesota CLE, October 2015

"A Good Handbook Comes in Handy: Employee Handbook Tips," Shakopee Chamber of Commerce, September 2013

"Pay and Pregnancy: A Gender Discrimination Law Update," Minnesota CLE, September 2013

"Handling Facebook Posts You Don't 'Like': Employer Social Media Strategies," Ramsey County Bar Association, June 2013

"Don't Let Your Client's Office Become 'The Office': Employment Law Updates Affecting Your Clients' Businesses," University of Minnesota Law School, March 2013

New Challenges for HR in 2023 – Minneapolis
02.07.2023

Law in Everyday Life and the Importance of Pro Bono
10.27.2022

New Challenges for HR in 2022
02.03.2022

New Challenges for HR in 2021
02.04.2021

Business Law Update - Minneapolis
Surly's Brewing Co., 02.27.2020

New Challenges for HR in 2020 - Minneapolis
Stinson LLP, 01.23.2020

PUBLICATIONS

"OFCCP Revises Directive on Pay Equity Audits/Compensation Analysis," *Stinson's Government Contracting Blog*, August 25, 2022

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["OFCCP Adopts Two New Directives On Compliance Evaluations and Pay Equity Audits,"](#) *Stinson's Government Contracting Blog*, April 7, 2022

["Vaccinations Required for Covered Federal Contractor Employees by December 8,"](#) *Stinson's Government Contracting Matters Blog*, September 2021

["Onsite Federal Government Contractors Will Be Asked About Vaccination Status,"](#) *Stinson's Government Contracting Matters Blog*, September 2021

["The 2019 and 2020 EEO-1 Component 1 data collection is now open,"](#) *Stinson's Government Contracting Blog*, April 2021

["Contractors Should Prepare for Increased OFCCP Pay Scrutiny,"](#) *Stinson's Government Contracting Blog*, March 2021

["New Executive Order May Require Contractors to Review Their Diversity and Inclusion Trainings,"](#) *Stinson's Government Contracting Blog*, September 2020

["Government Contractors Susceptible to Increased Liability as Joint Employers After Court Strikes Portions of DOL's New Joint-Employer Rule,"](#) *Stinson's Government Contracting Blog*, September 2020

["Are You Due for an OFCCP Audit?"](#) *Stinson's Government Contracting Blog*, September 2020

["Updates on EEO-1 Reports, Non-Binary Self-Identification, and VETS-4212 Reports,"](#) *Stinson's Government Contracting Blog*, September 2020

["OFCCP Developments During the COVID-19 Pandemic,"](#) *Stinson's Government Contracting Blog*, July 2020

["Federal Contractors Must Update Voluntary Self-Identification of Disability Form,"](#) *Stinson's Government Contracting Blog*, May 2020

["End to EEO-1 Component 2 Pay Data Reporting for Now..."](#) *Stinson's Government Contracting Blog*, March 2020

["OFCCP Proposes Clarifying Evidence Standards, Post-Audit Procedures in Regulations,"](#) *Stinson's Government Contracting Blog*, January 2020

["OFCCP Announces New 'Voluntary Enterprise-wide Review Program',"](#) *Stinson's Government Contracting Blog*, March 2019

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Co-author, "Chapter Five: Employee Notification and Employer Response," *The FMLA Handbook*, Minnesota Continuing Legal Education, 2012

"Blogging on Broken Glass: Why the Proposed Free Flow of Information Act Needs a Specific Test for Determining When Media Shield Laws Apply to Bloggers," 10 *Minnesota Law Journal*, Science & Technology 747, 2009

EEOC Updates Workplace Harassment Guidelines
05.08.2024

FTC Bans Worker Non-Competes
04.24.2024

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

Federal Contractors Must Update Voluntary Self-Identification of Disability Form
04.27.2023

OFCCP Contractor Portal Open Until June 29, 2023
04.03.2023

Employer Non-Compete Agreements Face Possible Ban by FTC
01.06.2023

Sixth Circuit Dissolves Stay of OSHA ETS: What Does it Mean for Employers?
12.20.2021

Judicial Holdings Throw Vaccine Mandate Implementation into Disarray
12.01.2021

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

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

Vaccinations Required for Covered Federal Contractor Employees by December 8
09.27.2021

President Biden Sets Stage for Workplace Vaccination Game Changer
09.10.2021

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OSHA (Finally) Issues COVID-19 ETS Applicable to Healthcare Industry Along with Updated Guidance for All Workplaces

06.10.2021

Proceed with Caution: Local Orders Lifting Mask Mandates Are Not Blanket Permission Slips to Eliminate Safety Protocols in Workplaces

05.14.2021

2019 and 2020 EEO-1 Component 1 Data Collection is Now Open

04.29.2021

EEOC Issues Guidance on Employer COVID-19 Vaccination Policies

12.17.2020

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

DOL FFCRA Rule Revising “Health Care Provider” Definition

09.21.2020

Federal Contractors Must Update Voluntary Self-Identification of Disability Form

05.11.2020

DOL Issues Temporary Rule Promulgating Regulations on the FFCRA

04.03.2020

Federal Families First Coronavirus Response Act: Employer Leave Requirements

03.19.2020

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