

# Greta Bauer Reyes

She/Her

## PARTNER

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Office: Minneapolis



## Greta's focus on client service ensures she takes a collaborative and forward-thinking approach to each matter.

Greta partners with clients to promote workplaces where employers and their employees contribute to a productive and positive work environment. She regularly guides employers in drafting and implementing workplace policies, creating and conducting workplace trainings, and navigating tough human resources decisions. Greta also regularly partners with employers to conduct internal human resources investigations.

In addition to advising clients on day-to-day matters, Greta is an experienced litigator and can step seamlessly from counselor to defense attorney. Greta has successfully defended countless complaints of discrimination and harassment before the EEOC, Minnesota Department of Human Rights and the Minneapolis Department of Civil Rights, as well as litigated cases in federal and state court. She has particular experience defending clients in whistleblower and retaliation complaints, as well as complaints under the FMLA, ADA, ADEA, Title VII, Fair Labor Standards Act (FLSA) and the Minnesota Human Rights Act (MHRA).

Greta especially enjoys serving the restaurant and hospitality industry. She is active as a member of Minnesota's restaurant and hotel industry group, Hospitality Minnesota, where she serves as

## PRACTICES & INDUSTRIES

Labor, Employment & Benefits  
Employment Investigations & Compliance  
Railroads  
Transportation

## ADMISSIONS

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

## EDUCATION

Hamline University School of Law (Mitchell Hamline School of Law), J.D., *cum laude*, 2010

- Latino Law Student Association, Juris Fiesta Chair
- Law Students for Reproductive Justice
- Three-year Presidential Scholarship Recipient

University of Wisconsin-Madison, B.A., Spanish and International Studies, 2004

- Women's Track and Field: 4-year Letter Winner; Team Captain 2003-2004

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Chair of its Allied Member Network. Greta also draws on past experience as a server and bartender to help hospitality employers strengthen their relationships with their employees. She helps employers in this industry connect with their workers—many times employing her fluency in Spanish to create deeper understanding between management and employees—to find the sweet spot where employees are as happy as guests. She has defended restaurants in litigation alleging illegal tip pooling practices under Minnesota’s Tip Pooling statute, and has helped clients develop fair employee pay policies that comply with the often tricky state and federal laws surrounding tip pooling and service charges.

### EXPERIENCE

Greta also represents clients in OSHA investigations and related litigation. She builds off career experience serving the rail and transit industries, which are highly regulated, often unionized and typically under intense scrutiny from workplace safety regulators. She follows OSHA developments closely and helps clients across various industries respond to accident investigations, allegations of unsafe workplace conditions, and safety-related retaliation complaints.

As a member of the firm’s Coronavirus Task Force for OSHA and the hospitality industry, Greta has effectively guided clients through constantly changing best safety practices for employers across a wide variety of industries during the pandemic.

Greta fiercely believes every person should have a chance to live their fullest life. She has dedicated her pro bono practice to assisting asylum seekers from Latin America, an area of practice where Greta applies cultural and language lessons learned while living and traveling for two years in Central America before law school. Greta regularly takes cases through the Advocates for Human Rights.

She represented a Minneapolis bar through successful resolution of allegations of violations of the Minneapolis Sick and Safe Time Ordinance.

Greta developed a Spanish-language sexual harassment awareness training for clients’ Spanish-speaking employees.

### RECOGNITIONS

Selected to the 2021-2024 *Best Lawyers in America*® “Ones to Watch” list

Selected to the Minnesota *Super Lawyers*® Rising Stars list, 2020-2022

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## PROFESSIONAL & CIVIC ACTIVITIES

Hospitality Minnesota "Allied Network", Co-chair, 2021-Present

Minnesota State Bar Association

Minnesota Hispanic Bar Association

## NEWS

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

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

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

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

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

*Best Lawyers in America* Recognizes 23 Stinson Attorneys as "Ones to Watch"  
08.19.2021

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

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

- "Workplace Culture - Preventing and Dealing with Sexual Harassment and Misconduct," Hospitality Hot Topic workshop, Hospitality Minnesota, February 15, 2018

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Cannabis Facts and Changing Laws: A Minnesota Series - Part 1  
Conversation with Cannabis Legislation Author and Employment Law Implications  
Stinson LLP, 09.27.2023

New Challenges for HR in 2023 – Minneapolis  
02.07.2023

Navigating OSHA's Updated COVID-19 Guidance and Emergency Temporary Standard  
06.17.2021

New Challenges for HR in 2021  
02.04.2021

## PUBLICATIONS

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

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

U.S. Supreme Court Issues Rulings on Challenges to OSHA ETS and CMS Interim Final Rule  
01.13.2022

OSHA Publishes Wide-Ranging Emergency Standard Formalizing Vaccination, Testing and/or Face  
Covering Requirements  
11.04.2021

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

OSHA Launches National Emphasis Program and Revises Enforcement Procedures Related to COVID-19  
03.15.2021

The American Rescue Plan: Update for Employers Providing FFCRA Leave in 2021  
03.12.2021

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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

New Coronavirus Relief Legislation Impacts Employers in Two Key Areas

12.28.2020

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

04.13.2020

DOL Issues Temporary Rule Promulgating Regulations on the FFCRA

04.03.2020

Minnesota "Stay-at-Home" Executive Order

03.26.2020

Sales and Use Tax Extension for Minnesota Businesses Affected by Coronavirus Closures

03.20.2020

Federal Families First Coronavirus Response Act: Employer Leave Requirements

03.19.2020

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