

## Patrick D. Busch

### ASSOCIATE

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## Patrick helps employers across diverse industries overcome the complexities of labor and employment law, in physical and in digital workplaces.

Patrick brings extensive experience in labor and employment law, focusing on management-side representation for a diverse range of clients including individuals, small businesses and large corporations. He has advised and advocated for clients in litigation before state and federal courts and administrative agencies such as the MDHR, EEOC, DOL and OSHA. He has managed complex discovery processes involving native-format metadata, and takes particular interest in cases involving digital accessibility issues. Patrick excels in proactive compliance work, guiding multi-state and multi-national businesses through regulatory landscapes to optimize operational compliance. He also assists with lawful responses to union organizing efforts and protected activity.

Patrick has previously served as part of the in-house legal counsel for a large government agency. In that role, Patrick provided strategic counsel on labor and employment issues and handled several contested labor arbitrations.

Patrick has always had a love of learning, and followed in his family's footsteps as a third-generation lawyer. He is fluent in German and proficient in Russian.

### PRACTICES & INDUSTRIES

- Labor, Employment & Benefits
- Employment Investigations & Compliance
- Employment Litigation
- Labor Relations

### ADMISSIONS

- Minnesota
- U.S. District Court for the District of Minnesota
- Missouri (inactive)

### EDUCATION

- Washington University School of Law, J.D., 2011
- Grinnell College, B.A., Mathematics and Statistics, 2008

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## PROFESSIONAL & CIVIC ACTIVITIES

Hennepin County Bar Association

McGee Moot Court Competition, Volunteer Judge

Minnesota Climbers' Association

Minnesota State Bar Association

## NEWS

Labor Law Attorneys Provide Insight into National Labor Relations Board Captive-Audience Ruling in *HR Daily Advisor*

01.03.2025

Stinson Welcomes Senior Associates to Minneapolis Office

08.01.2024

## SPEAKING ENGAGEMENTS

New Challenges for HR in 2025 - Minneapolis

02.04.2025

## PUBLICATIONS

["What NLRB Captive-Audience Ruling Means for Employers,"](#) *HR Daily Advisor*, January 2025

Court Blocks DOL's Increase to Minimum Salary Threshold for FLSA Exemption, Overtime Requirements

11.18.2024

After 76 Years, the NLRB Declares Captive-Audience Meetings Unlawful

11.14.2024

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