

Richard W. Pins

PARTNER

rick.pins@stinson.com

Direct: 612.335.7007

Office: Minneapolis, New York



Clients appreciate Rick's vast traditional labor experience, including his extensive work on wage and hour issues, prevailing wage matters and his commercial litigation background, which gives him exposure to a wide variety of industries and makes him a well-rounded legal adviser.

Rick handles traditional labor, including collective bargaining, employment counseling and employment litigation for clients, and advises clients during strikes and labor disputes. He also defends employers against a range of employment claims, including non-competes, non-solicitation, wage and hour, prevailing wage, discrimination, harassment, disability, leaves, privacy issues and others, in state, federal and appellate courts, in front of administrative agencies, and in arbitrations.

Rick litigates on behalf of and advises employers in a wide range of industries, including manufacturing, service, hospitality, retail, non-profit, heavy and highway and other construction, transportation, community action, health care, power sports, food and beverage, brewing and wholesaling, renewable energy, natural resources, heavy industrial and entertainment, among others. In addition to defending claims, Rick counsels clients on workplace best practices, including hiring and firing, background checks, restrictive covenants and confidentiality, wage and hour, privacy, drug and alcohol testing, workplace violence, record keeping and compliance.

PRACTICES & INDUSTRIES

- Business Litigation
- Employment Litigation
- Labor Relations
- Labor, Employment & Benefits
- Telecommunications
- Trade Secret Litigation
- Transportation
- Government Contracts & Investigations

ADMISSIONS

- Minnesota
- North Dakota
- South Dakota
- Wisconsin
- New York
- U.S. District Court for the District of Minnesota
- U.S. Court of Appeals for the Eighth Circuit

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EXPERIENCE

Rick represents clients before a variety of administrative agencies and governmental bodies, including the Department of Labor, National Labor Relations Board, Equal Opportunity Commission, U.S. Immigration and Customs Enforcement and the U.S. Department of Labor Wage and Hour Division.

He litigates on behalf of and counsels clients about wage and hour issues, including application of the Fair Labor Standards Act, Davis Bacon Act and Service Contract Act, state prevailing wage laws and regulations governing the transportation industry.

Rick has litigated bet-the-company business tort matters, including non-compete, non-solicitation, tortious interference, conspiracy and defamation claims, as well as defending claims of discrimination, harassment, wrongful termination, retaliation and other issues across a variety of sectors and industries. He also counsels clients to minimize risk and improve workplace relations.

RECOGNITIONS

Selected to the 2018 - 2024 editions of *Best Lawyers in America*©

Regularly selected for inclusion in both *Super Lawyers*® and Top 40 Employment *Super Lawyers*®

Minnesota State Bar Association - Certified Specialist - Labor and Employment Law

PROFESSIONAL & CIVIC ACTIVITIES

Federal Bar Association

American Bar Association

Minnesota State Bar Association

Hennepin County Bar Association

U.S. Court of Appeals for the Eleventh Circuit

EDUCATION

University of Minnesota Law School, J.D., *cum laude*, 1995

University of Wisconsin-Madison, B.A., Economics and Political Science, *with distinction*, 1992

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NEWS

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

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

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

103 Stinson Attorneys Selected to the 2022 *Best Lawyers in America* List
08.19.2021

Chugach Electric Acquisition Featured in *Global Legal Chronicle*
12.03.2020

Stinson Serves as Legal Counsel on Major Alaskan Energy Acquisition
11.17.2020

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

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

Stinson Represents Stelco in Option to Acquire Interest in Mine
05.12.2020

SPEAKING ENGAGEMENTS

Labor Law Updates for Non-Union Employers Panel Discussion, 2016

New Challenges for HR in 2023 – Minneapolis
02.07.2023

New Challenges for HR in 2022
02.03.2022

Politics and Pandemics – Consequences for Employers and Employees
12.09.2020

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PUBLICATIONS

NLRB Increases Scrutiny of Workplace Rules

08.09.2023

NLRB Modifies the "Quickie" Election Rules

01.14.2020

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