



Joel P. Schroeder Attorney

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I listen. I get to the heart of the matter. And I always try to score a win for our clients.

Joel Schroeder is a partner at Best & Flanagan, and focuses his practice on labor and employment law, and non-compete, trade-secret and other commercial litigation. Since 2019, he has been named as a Minnesota "Labor & Employment Star" by *Benchmark Litigation*. In 2018, he was selected to the list of the Top 100 Minnesota Super Lawyers. In addition to his employment law compliance and litigation practice, Joel is retained by companies to conduct internal employment investigations when a neutral third party is needed. He has represented Fortune 500 corporations, small businesses, executives and a foreign government.

Experience

Courtroom Work and Trials

Joel's litigation practice is extensive. Though many lawsuits can and should settle, Joel is eager to take a case to trial when the opposing party is unwilling to resolve the case on terms favorable to his client. Joel has won multiple dispositive motions and has tried cases to judge and jury. His trial experience has included:

- › A race-discrimination contested hearing before the Minneapolis Commission on Civil Rights;
- › A promissory-estoppel jury trial in Minnesota state court;
- › A fraudulent misrepresentation and Equal Pay Act trial in Minnesota federal court; and
- › A trade-secret, tortious interference, and computer fraud trial in the Delaware Court of Chancery.

Joel has litigated a wide variety of commercial disputes, including shareholder disputes and cases involving allegations of violations of the False Claims Act, the Computer Fraud and Abuse Act, fraud, and other federal statutes. Joel has extensive experience prosecuting and defending non-compete and trade-secret cases across the country, both securing and defeating motions for TROs and preliminary injunctions.

Employment Counseling and Investigations

Joel's litigation experience allows him to proactively advise clients before a lawsuit begins. He works with clients to resolve workplace issues involving hiring and pay practices, disability accommodations, leaves of absences, wage and hour compliance, restrictive covenants, performance management, and employment separations. Joel's goal is to provide clients with peace of mind and a clear, go-forward strategy.

When a neutral third party is needed, Joel is retained by companies to investigate complaints of discrimination, harassment, fraud, and

other misconduct. As a Spanish speaker, Joel is one of a handful of investigators in the region who have the ability to interview Spanish-speaking witnesses in their native language.

Local Counsel Services and Community Connections

With deep knowledge of local practice and procedure, Joel is frequently retained by national law firms to serve as local counsel for civil litigation matters venued in Minnesota.

Joel is active in the community and has served in leadership roles at the local and national level of the Federal Bar Association (FBA). He currently is a director of the Minnesota Chapter of the FBA and serves as Co-Vice President of Special Events (and previously served as Co-Vice President of Membership, Legal Education and Monthly Meetings). Joel is a longtime volunteer with the Tubman Pro Bono Safety Project, working with battered women and children to secure orders for protection in Hennepin and Ramsey County District Court.

Before Best & Flanagan

Prior to joining Best & Flanagan in August 2016, Joel was a partner and associate at Faegre Baker Daniels, an associate at Rider Bennett, and a judicial law clerk for the Honorable Jill Flaskamp Halbrooks of the Minnesota Court of Appeals.

Areas of Practice

Employment Law
Employee Benefits & Executive Compensation
Employment Litigation
Non-Compete & Trade Secret Litigation
Strategic Employment & Labor Advice & Counseling
Workplace Investigations
Litigation & Appellate
Shareholder Disputes and Litigation
Commercial Litigation
Conflicts Litigation Counsel & Special Projects

Education

J.D., University of St. Thomas School of Law, 2004, *cum laude*,
Law Journal, Symposium Editor
B.A., Political Science and Spanish, Washington University in St. Louis, 2000, with honors

Admissions

State of Minnesota
U.S. District Court, District of Minnesota
U.S. District Court, Eastern District of Michigan

Firm News/Articles

- > Federal Court Strikes Down DOL Rule Increasing Compensation Thresholds for Exempt Employees
- > Twenty Best & Flanagan Attorneys Recognized as 2024 Super Lawyers and Rising Stars
- > Recent and Upcoming Changes to Minnesota Laws Affecting Employers
- > US DOL Passes Rule Increasing Compensation Thresholds for Exempt Employees
- > FTC Bans Non-Competes, But Uncertainty Remains

- › Dan Grimsrud Elected Board Chair
- › Nineteen Best & Flanagan Attorneys Recognized as 2023 Super Lawyers and Rising Stars
- › Employers Take Note: Expanded Protections for Pregnant and Nursing Employees
- › Seven Best & Flanagan Attorneys Recognized as North Star Lawyers
- › Big Changes for Minnesota Employers as Legislative Session Closes
- › Joel Schroeder Recognized in 2023 Edition of Benchmark Litigation
- › Fifteen Best & Flanagan Attorneys Recognized as 2022 Super Lawyers and Rising Stars
- › Schroeder Elected to MSBA Labor & Employment Law Section Governing Council
- › Supreme Court Strikes Down OSHA Mandate; Minnesota OSHA Suspends
- › MN OSHA Adopts Federal Emergency Temporary Standard
- › Large Employers Take Note—OSHA’s Vaccine or Test Rule Resuscitated
- › OSHA Publishes Rule Mandating Vaccines for Employers with 100 or More Employees
- › Joel Schroeder Named 2022 Labor & Employment Star by Benchmark Litigation
- › Best & Flanagan Attorneys Recognized as 2021 Super Lawyers and Rising Stars
- › Federal Bar Association Elects Best & Flanagan Attorneys to Leadership Positions
- › New COBRA and COVID-Related Leave Provisions of the American Rescue Plan Act of 2021
- › Reopening Workplaces on April 14
- › Schroeder & Barrett Wiik Score Non-Compete and Trade Secret Win, Defeating Preliminary Injunction Motion Sought by UnitedHealth Group
- › Year-End Labor & Employment Update
- › Joel Schroeder to Speak at 2020 Upper Midwest Employment Law Institute
- › Employment Law Alert: Face Coverings Now Required at Work
- › Twenty Best & Flanagan Attorneys Recognized as 2020 Super Lawyers and Rising Stars
- › Minnesota and United States Supreme Court Breaking News: Federal Anti-Discrimination Protections for LGBTQ Employees, Standard of Proof for Minnesota Harassment Claims, and Sick and Safety Leave Affirmed
- › Update Regarding SBA Review of PPP Loan Certification
- › Minnesota Emergency Executive Order 20-40 Allows Workers in Certain Non-Critical Sectors to Return to Safe Workplaces
- › Claiming Tax Credits for COVID-19 Related Leaves Under the Families First Act
- › Update on Federal Paid Leave Benefits
- › Update on Coronavirus Aid, Relief, and Economic Security Act (the “CARES Act”)
- › Updates on COVID-19 for Employers and Businesses
- › Strategies to Implement COVID-19 Paid Leave and Unemployment Benefits
- › Nine Questions to Ask at the Beginning of a Shareholder Dispute
- › Joel Schroeder Named Labor & Employment Star by Benchmark Litigation
- › Minneapolis Wage Theft Ordinance
- › Ten Best & Flanagan Attorneys Named 2019 Minnesota Super Lawyers
- › Minnesota’s New “Wage Theft” Statute Effective July 1, 2019
- › Best & Flanagan Attorneys Elected to Leadership Positions with the Federal Bar Association
- › Minneapolis’s Sick and Safety Leave Now Applies to Employers Located Outside of Minneapolis
- › U.S. Dept. of Labor Announces New Salary Threshold of \$35,000 for Exemption from Overtime, Minimum Wage Laws
- › Joel Schroeder to Moderate Panel on Workplace Investigations at National Labor & Employment Law Conference
- › Nine Best & Flanagan Attorneys Named 2018 Minnesota Super Lawyers
- › Best & Flanagan Attorneys Appointed to Leadership Positions with the Federal Bar Association

- > Legislators Consider Changes to Sexual Harassment Laws and Abolishing Non-Competes
- > Minimum wage increase in Minneapolis effective January 1, 2018
- > Ten Best & Flanagan Attorneys Named 2017 Minnesota Super Lawyers
- > Joel Schroeder Speaks at Upper Midwest Employment Law Institute
- > Federal Court Blocks New Overtime Regulations
- > Five Best & Flanagan Attorneys Named to 2016 Rising Stars List

Professional Associations

- > Federal Bar Association, National Labor & Employment Law Section
 - > Governing Board and Co-Chair of the Standing Committee on Legislation and Congressional Relations (2016-2018)
- > Federal Bar Association, Minnesota Chapter
 - > National Council Delegate (2021-2022);
 - > Director and Co-Vice President of Membership (2018-2020);
 - > Director and Co-Vice President of Legal Education (2017-2018);
 - > Director and Co-Vice President of Monthly Meetings (2016-2017)
- > Minnesota State Bar Association, Member
 - > Labor & Employment Law Section, Governing Council Member (2022-2024)
- > Hennepin County Bar Association, Member
- > American Bar Association, Member
- > Minnesota Management Attorneys' Association, Member
- > Association of Workplace Investigators, Member

Community Associations

- > SocMed, Board Member
- > University of St. Thomas School of Law, Mentor Program
- > Washington University in St. Louis, Executive Co-Chair of 10 and 15-Year Reunions
- > Tubman Safety Project, Volunteer Attorney

Awards & Recognition

- > Honoree, Minnesota Super Lawyers, 2017-present
 - > Employment Litigation – Defense
 - > Minnesota Super Lawyers, Top 100 List, 2018
- > Top Lawyers in Minnesota, *Minnesota Monthly*, 2022-present
 - > Labor & Employment Law
- > Benchmark Litigation, Labor & Employment Star, 2019-2023
- > Benchmark Litigation, 40 & Under Hot List, 2018
- > Benchmark Litigation, Future Star, 2017
- > Honoree, Minnesota Rising Stars, 2011-2016
 - > Employment Litigation – Defense



After Hours

Although I'm from Minnesota, I've spent a lot of time in Spanish-speaking countries—including 9 months in Spain and 4 months in Colombia. Outside of the office, you will find me sneaking in a jog every now and then and keeping up with my two young daughters.

Joel's Team

- > Sarah Crippen, Attorney
- > Amy Conners, Attorney
- > John Sullivan, Attorney
- > Daniel Grimsrud, Attorney