



BRITTANY BACHMAN SKEMP

Associate

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OVERVIEW

Brittany Skemp works with employers to obtain favorable solutions in various types of employment disputes. She has experience counseling across a broad range of employment issues including wage and hour compliance, discrimination, harassment, leaves of absence, non-compete agreements, and significant changes or developments in the law.

Brittany has represented clients in numerous complex class- and collective-action lawsuits across the country. Her recent litigation experience includes defending discrimination and retaliation claims brought under the Minnesota Human Rights Act, Minnesota Whistleblower Act, Americans with Disabilities Act, and Title VII. She has also represented thousands of class members in claims for unpaid wages.

Brittany was selected for inclusion on the Minnesota Rising Stars list, a designation given to only 2.5 percent of Minnesota attorneys each year. She has also published and presented on timely employment law topics locally.

Brittany is a *magna cum laude* graduate of William Mitchell College of Law, where she served as editor of the *William Mitchell Law Review* from 2012-2013 and as a staff member from 2011-2012. During law school, she served as a judicial extern at the United States District Court for the District of Minnesota. Upon graduation, Brittany clerked for the Honorable Thomas J. Kalitowski and the Honorable Jill Flaskamp Halbrooks of the Minnesota Court of Appeals.

SELECTED EXPERIENCE

- Successfully represented a former executive-level employee against claims of misappropriation of confidential information.
- Obtained an order requiring the plaintiff-employer to advance \$50,000 in legal fees before it could continue pursuing claims of breach of fiduciary duty and conversion against its former executive-level employee.
- Obtained an order for judgment on the pleadings, dismissing claims of conversion and fraud against a small family-owned business.

AREAS OF PRACTICE

Labor & Employment

- Counseling Employers
- Defending Employers

Litigation

- Business Litigation
- Employment Litigation

BAR ADMISSIONS

Minnesota

EDUCATION

William Mitchell College of Law
J.D., *magna cum laude*, 2013

University of St. Thomas
B.A., 2008

Legal Studies in Business

- Obtained a favorable settlement of a class-action lawsuit involving laborers who alleged they were denied prevailing wages under Minnesota law and overtime payments under state and federal law.
- Obtained a favorable settlement and approval of large class-action lawsuit involving over 5,000 class members who worked in over 20 different states, resolving claims of unpaid overtime and unpaid travel-time compensation.
- Represented clients in diverse industries including hospitality, information technology, financial services, healthcare providers, insurers, and manufacturing.
- Represented employees in restaurant tip-pooling claims.

LEADERSHIP & COMMUNITY

- Minnesota State Bar Association
- Hennepin County Bar Association: Civil Litigation Section, Co-Chair, 2018-present
- Children's Law Center of Minnesota: Pro Bono Attorney Volunteer 2015-2019
- Volunteer Lawyers Network: Pro Bono Attorney Volunteer 2018-present
- Minnesota Defense Lawyers Association
- Minnesota Women Lawyers

SELECTED HONORS

- **Recognized on Minnesota Rising Stars list as part of the Super Lawyers® selection process, 2017-2020** (*Minnesota Rising Stars is a designation given to only 2.5 percent of Minnesota attorneys each year, based on a selection process that includes the recommendation of peers in the legal profession.*)
- **Top Women Attorneys in Minnesota® list, 2018-2019** (*The annual edition of the Top Women Attorneys in Minnesota list features attorneys who received the highest point totals in the previous year's Minnesota Super Lawyers® and Rising Stars balloting, research, and blue ribbon review process.*)
- **CALI Excellence for the Future Award: Spring 2013**

SELECTED PRESENTATIONS

- "Advanced Employment Law: Complicated FMLA Leave Issues and Proving Employee Discrimination Claims," webcast, National Business Institute, 2019
- "Employment Law: Solutions for Top Complexities," webcast, National Business Institute, 2019
- "Litigation and the New Federal Rules: What Every Paralegal Should Know," webcast, National Business Institute, 2017
- "Employees vs. Independent Contractor: What's the Difference and Why Does it Matter?" Technical Tools of the Trade, 2015
- "Understanding the Appellate Process," Dakota County District Court, 2014
- "The Five Minnesota Supreme Court Cases You Should Know About," William Mitchell Law Review Spring Symposium, 2012

SELECTED PUBLICATIONS

- *The Fair Labor Standards Act Cumulative Supplement*, contributor, ABA Section of Labor and Employment Law, 2015-2017
- "Beyond the Minimum Wage: How the FLSA's Broad Social and Economic Protections Support Its Application to Workers Who Earn a Substantial Income" co-author, *ABA Journal of Labor & Employment Law* (Spring 2015).
- Case Note, "Subjective Inquiry into a Defendant's State of Mind: Should Psychiatric Expert Testimony be Allowed or Disprove Mens Rea?" 38 *Wm. Mitchell L. Rev.* 491 (2011)