

United States Supreme Court Update:



On June 30, 2014, the United States Supreme Court concluded its latest term. Below is a recap of specific cases having an impact on employers.

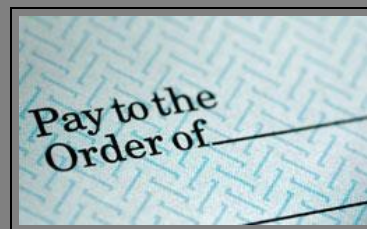
National Labor Relation Board v. Canning: Described in more detail in our second quarter newsletter, this decision resulted in a finding that President Barack Obama's recess appointments of three judges to the National Labor Relations Board ("NLRB") in 2012 were unconstitutional. As a result, more than one year's worth of NLRB decisions addressing such issues as protected-concerted activity and social media policies will likely be overturned.

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Increased Minnesota Minimum Wage Goes Into Effect

On August 1, 2014, the Minnesota minimum wage increased. The amount of this increase is dependent upon whether the employer is a large or small employer.

In the case of a large employer, with annual gross volume of sales made or business done of not less than \$625,000, employees must now be paid a minimum of \$8.00 per hour. This rate will increase with each subsequent year, rising to \$9.00 in 2015 and \$9.50 in 2016. For small employers, employees must now be paid a minimum of \$6.50 per hour, with an increase to \$7.25 in 2015, and \$7.75 in 2016.



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New Public Benefit Corporation Act to Take Effect January 1, 2015

Earlier this year, Minnesota Governor Mark Dayton signed into law an act permitting the creation of Minnesota Public Benefit Corporations. These new types of corporations fall between



nonprofit and for profit companies, allowing companies to make a profit and pay their shareholders all while benefiting the environment and/or communities in which the companies serve.

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Employers Beware: Accessing Employees' Social Media Accounts Violates Federal Law

In the current age of prevalent social media, more employees are accessing such social media sites during the workday. As a result, many employers now include specific restrictions in employment handbooks and policies regarding access to and usage of social media during working hours. However, it is important for employers to recognize that such restrictions may cross the line, especially when an employer accesses an employee's social media account without authorization.



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Please join us in congratulating Mike Madigan for again being selected as a Super Lawyer for the year 2014. In earning this distinction, Mike is being recognized as an attorney that has mastered his skills in the business-related practice groups, including business and transactions, construction, real estate, and environmental, and business litigation. This honor is only bestowed upon up to 5% of attorneys in a given state, and Mike has



We would like to again congratulate Jon Steckler for being selected as a Rising Star for the year 2014. This honor is only bestowed upon a maximum of 2.5% of lawyers in any given state. In order to be eligible for this list, candidates must be either 40 years old or younger or in practice for 10 years or less. This is Jon's second consecutive selection.

received this distinction
for the past 14 years.

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